The SIGNALMAN'S Journal

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October 1982

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The SIGNALMAN'S Journal

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CONTENTS

Features
5. RLEA Endorsements
9. Convention Registration
13. First Day — Convention
25. Second Day — Convention
28. Third Day — Convention
36. Fourth Day — Convention
40. Fifth Day — Convention

Departments
4. Bates Commentary
43. Railroad Retirement Board
46. Signalman's Store

Cover: Installation of Officers Ceremony which took place at Thursday night's Banquet.

Bates' Commentary

As we approach election day 1982, and prepare to exercise our democratic privilege and responsibility by going to the polls and casting our ballots, we are faced with many concerns about the economy of our country and the destiny of working class Americans.

This issue of our magazine contains a listing of candidates (pages 5 through 8) prepared by representatives of all of railroad labor whom we believe will best represent the interests of working people in our Congress. Each individual must use his best judgment in whether or not he agrees with our suggestions and only the individual will know how he or she votes.

The important thing is that each of us eligible to vote does take the time and make the effort to exercise this most important responsibility and that none of us abdicate that responsibility.

It is tragic that in some recent elections less than 50% of the eligible voters actually cast ballots and that little more than 25% of the eligible voters actually cast ballots for the elected candidate. In such cases those eligible voters who did not vote certainly had no right to complain about the actions of the elected candidates.

Each of us has his own philosophy concerning the best interests of our country, and each of us should exercise the privilege and responsibility to express that philosophy in elections. I urge each of our members to go to the polls and vote on November 2, 1982.

Tom Bates

RLEA ENDORSES CANDIDATES FOR NOVEMBER 2ND ELECTIONS

The Railway Labor Executives Association Endorsement Advisory Committee has unanimously recommended the following candidates for election or re-election.

The Brotherhood of Railroad Signalmen participated in the following recommendations and fully support and endorse all candidates listed.

*Incumbent

ALABAMA

House

2	Billy Joe Camp	(D)
4	*Tom Bevill	(D)
5	*Ronnie G. Flippo	(D)
6	Ben Erdreich	(D)

ALASKA

None

ARIZONA

Senate	*Dennis DeConcini	(D)

House

1	William E. Hegarty	(D)
2	*Morris K. Udall	(D)
3	Pat Bosch	(D)
4	Wayne O. Earley	(D)
5	Jim McNulty	(D)

ARKANSAS

House

1	*Bill Alexander	(D)
3	Jim McDougal	(D)
4	*Beryl Anthony, Jr.	(D)

CALIFORNIA

Senate	Edmund G. Brown, Jr.	(D)

House

1	Douglas H. Bosco	(D)
2	John A. Newmeyer	(D)
3	*Robert T. Matsui	(D)
4	*Vic Fazio	(D)
5	*Philip Burton	(D)
6	Barbara Boxer	(D)
7	*George Miller	(D)
8	*Ronald V. Dellums	(D)
9	*Pete Stark	(D)
10	*Don Edwards	(D)
11	*Tom Lantos	(D)
13	*Norman Y. Mineta	(D)
14	Baron Reed	(D)
15	*Tony Coelho	(D)
16	*Leon E. Panetta	(D)
18	Richard Lehman	(D)
23	*Anthony C. Ceilensen	(D)
24	*Henry A. Waxman	(D)
25	*Edward R. Roybal	(D)
26	Howard L. Berman	(D)
27	Mel Levine	(D)

CALIFORNIA (con't)

28	*Julian C. Dixon	(D)
29	*Augustus F. Hawkins	(D)
30	Matthew G. Martinez	(D)
31	*Mervyn M. Dymally	(D)
32	*Glenn M. Anderson	(D)
33	Paul Servelle	(D)
34	Esteban Torres	(D)
36	*George E. Brown, Jr.	(D)
38	*Jerry Patterson	(D)
39	Frank G. Verges	(D)
41	Tony Brandenburg	(D)
44	Jim Bates	(D)
45	Richard Hill	(D)

COLORADO

House

1	*Patricia Schroeder	(D)
2	*Timothy E. Wirth	(D)
3	*Ray Kogovsek	(D)
4	Charlie L. Bishopp	(D)
5	Tom Cronin	(D)
6	Steve Hogan	(D)

CONNECTICUT

House

1	*Barbara B. Kenneley	(D)
2	*Sam Gejedenson	(D)
3	*Lawrence J. DeNardis	(R)
4	*Steward B. McKinney	(R)
5	*William R. Ratchford	(D)
6	William E. Curry, Jr.	(D)

DELAWARE

House

1	Tomas Carper	(D)

FLORIDA

Senate	*Lawton Chiles	(D)

House

5	Dick Batchelor	(D)
6	Kenneth H. MacKay	(D)
9	George H. Sheldon	(D)
11	*Bill Nelson	(D)
14	*Daniel A. Mica	(D)
16	Larry Smith	(D)
17	*William Lehman	(D)
18	Claude Pepper	(D)
19	*Dante B. Fascell	(D)

GEORGIA

House

1	Charlie Wessels	(D)
3	Richard Ray	(D)
5	*Wyche Fowler, Jr.	(D)
9	*Ed Jenkins	(D)
10	*Doug Barnard, Jr.	(D)

HAWAII

Senate	Spark M. Matsunaga	(D)

House

1	*Cecil Heftel	(D)
2	*Daniel K. Skaka	(D)

IDAHO

House

1	Larry LaRocca	(D)
2	Richard Stallings	(D)

ILLINOIS

House

1	*Harold Washington	(D)
2	*Gus Savage	(D)
3	*Marty Russo	(D)
5	William O. Lipinski	(D)
7	*Cardiss Collins	(D)
8	*Dan Rostenkowski	(D)
9	*Sidney R. Yates	(D)
10	Eugenia S. Chapman	(D)
11	*Frank Annunzio	(D)
13	Robert Biley	(D)
14	Dan McGrath	(D)
15	*Edward R. Madigan	(R)
16	Carl R. Schwerdtfeger	(D)
17	Lane Evans	(D)
18	G. Douglas Stephens	(D)
19	John Gwinn	(D)
20	Richard J. Durbin	(D)
21	*Melvin Price	(D)
22	*Paul Simon	(D)

INDIANA

Senate	Floyd Fithian	(D)

House

1	*Adam Benjamin, Jr.	(D)
2	*Philip R. Sharp	(D)
3	Richard C. Bodine	(D)
4	Roger M. Miller	(D)
6	George E. Grabianowski	(D)
9	*Lee H. Hamilton	(D)
10	* Andrew Jacobs, Jr.	(D)

IOWA

House

1	William E. Gluba	(D)
2	Brent Appel	(D)
3	Lynn G. Cutler	(D)
4	*Neal Smith	(D)
5	*Tom Harkin	(D)
6	*Berkley Bedell	(D)

KANSAS

House

2	Jim Slattery	(D)
3	William L. Kostar	(D)
4	*Dan Glickman	(D)

KENTUCKY

House

1	*Carroll Hubbard, Jr.	(D)
2	*William H. Natcher	(D)
3	*Romano L. Mazzoli	(D)
7	*Carl D. Perkins	(D)

LOUISIANA

House

2	*Linda Boggs	(D)
8	*Gillis W. Long	(D)

MAINE

Senate	*George J. Mitchell	(D)

House

1	John M. Kerry	(D)

MARYLAND

Senate	*Paul S. Sarbanes	(D)

House

1	*Ray Dyson	(D)
2	*Clarence D. Long	(D)
3	*Barbara A. Mikulski	(Dj
5	*Steny H. Hoyer	(D)
6	*Beverly B. Byron	(D)
7	*Parren J. Mitchell	(D)
8	*Michael D. Barnes	(D)

MASSACHUSETTS

Senate	*Edward M. Kennedy	(D)

House

1	*Silvio O. Conte	(R)
2	*Edward P. Boland	(D)
3	*Joseph D. Early	(D)
4	*Barney Frank	(D)
5	*James M. Shannon	(D)
6	*Nicholas Mavroules	(D)
7	*Edward J. Markey	(D)
8	*Thomas P. O'Neill, Jr.	(D)
9	*Joe Moakley	(D)
10	*Gerry E. Studds	(D)
11	*Brian J. Donnelly	

MICHIGAN

Senate	*Donald W. Riegle, Jr.	(D)

House

1	*John Conyers, Jr.	(D)
3	*Howard Wolpe	(D)
4	David A. Masiokas	(D)
5	Stephen V. Monsma	(D)
6	Bob Carr	(D)
7	*Dale E. Kildee	(D)
8	*Bob Traxler	(D)
10	*Don Albosta	(D)

MICHIGAN (con't)

11	Kent Bourland	(D)
12	*David E. Bonior	(D)
13	*George W. Crockett, Jr.	(D)
14	*Dennis M. Hertel	(D)
15	*William D. Ford	(D)
16	*John D. Dingell	(D)
17	Sander Levin	(D)

MINNESOTA

Senate	Mark Dayton	(D)
House		
1	Timothy J. Penny	(D)
2	James W. Nichols	(D)
4	*Bruce F. Vento	(D)
5	*Martin Olav Sabo	(D)
6	Gerry Sikorski	(D)
7	Gene Wenstrom	(D)
8	*James L. Oberstar	(D)

MISSISSIPPI

House		
2	Robert G. Clark	(D)
4	*Wayne Dowdy	(D)

MISSOURI

Senate	Harriet Woods	(D)
House		
1	*William Clay	(D)
2	*Robert A. Young	(D)
3	*Richard A. Gephardt	(D)
4	*Ike Skelton	(D)
8	Jerry Ford	(D)
9	*Harold L. Volkmer	(D)

MONTANA

Senate	*John Melcher	(D)
House		
1	*Pat Williams	(D)

NEBRASKA

Senate	*Edward Zorinsky	(D)
House		
2	*Richard M. Fellman	(D)

NEVADA

Senate	*Howard W. Cannon	(D)
House		
1	Harry Reid	(D)
2	Mary Gojack	(D)

NEW HAMPSHIRE

House		
1	*Norman E. D'Amours	(D)

NEW JERSEY

Senate	Frank R. Lautenberg	(D)
House		
1	*James J. Florio	(D)
2	*William J. Hughes	(D)

NEW JERSEY (con't)

3	*James J. Howard	(D)
4	Joseph P. Merlino	(D)
6	*Bernard J. Dwyer	(D)
7	*Matthew J. Rinaldo	(R)
8	*Robert A. Roe	(D)
9	*Harold C. Hollenbeck	(R)
10	*Peter W. Rodino, Jr.	(D)
11	*Joseph G. Minish	(D)
12	Jeff Connor	(D)
14	*Frank J. Guarini	(D)

NEW MEXICO

Senate	Jeff Bingaman	(D)
House		
1	Jan Alan Hartke	(D)
3	Bill Richardson	(D)

NEW YORK

Note: NY primaries not completed as of date of this report.

NORTH CAROLINA

House		
5	*Stephen L. Neal	(D)
7	*Charlie Rose	(D)
8	*W. G. Hefner	(D)

NORTH DAKOTA

Senate	*Quentin N. Burdick	(D)
House		
1	*Byron L. Dorgan	(D)

OHIO

Senate	*Howard M. Metzenbaum	(D)
House		
1	*Thomas A. Luken	(D)
3	*Tony P. Hall	(D)
5	James R. Sherck	(D)
11	*Dennis E. Eckart	(D)
12	*Bob Shamansky	(D)
13	*Don J. Pease	(D)
14	*John F. Seiberling	(D)
18	*Douglas Applegate	(D)
19	Edward F. Feighan	(D)
20	*Mary Rose Oakar	(D)
21	*Louis Stokes	(D)

OKLAHOMA

House		
1	*James R. Jones	(D)
2	*Mike Synar	(D)
4	*Dave McCurdy	(D)

OREGON

1	*Les AuCoin	(D)
2	Larryann Willis	(D)
3	*Ron Wyden	(D)
4	*James Weaver	(D)
5	J. Ruth McFarland	(D)

PENNSYLVANIA

Senate	*John Heinz	(R)
House		
1	*Thomas M. Foglietta	(D)
2	*William H. Gray, III	(D)
3	*Charles F. Dougherty	(D)
4	Joseph P. Kolter	(D)
6	*Gus Yatron	(D)
7	*Robert W. Edgar	(D)
8	Peter H. Kostmayer	(D)
9	Bud Shuster	
10	*Joseph M. McDale	(R)
12	*John P. Murtha	(D)
14	*William J. Coyne	(D)
15	Richard J. Orloski	(D)
17	Larry J. Hochendoner	(D)
18	*Doug Walgran	(D)
20	*Joseph M. Gaydos	(D)
21	Anthony Andrezeski	(D)
22	*Austin J. Murphy	(D)

RHODE ISLAND

Senate	Julius C. Michaelson	(D)
House		
1	*Fernand J. St. Germain	(D)
2	Claudine Schneider	(R)

SOUTH CAROLINA

House		
2	Ken Mosely	(D)
3	*Butler Derrick	(D)
6	Robert M. Tallon, Jr.	(D)

SOUTH DAKOTA

House		
1	*Thomas A. Daschle	(D)

TENNESSEE

Senate	*Jim Sasser	(D)
House		
3	*Marilyn Lloyd Bouquard	(D)
4	Jim Cooper	(D)
5	*Bill Boner	(D)
6	*Albert Gore, Jr.	(D)
7	Bob Clement	(D)
8	*Ed Jones	(D)
9	*Harold E. Ford	(D)

TEXAS

Senate	*Lloyd Bentsen	(D)
House		
2	*Charles Wilson	(D)
5	John Bryant	(D)
8	Henry E. Allee	(D)
9	*Jack Brooks	(D)
10	*J. J. Pickle	(D)
12	*Jim Wright	(D)
13	*Jack Hightower	(D)
14	*Bill Patman	(D)
15	*E. de la Garza	(D)
16	Ronald Coleman	(D)

TEXAS (con't)

18	*Mickey Leland	(D)
20	*Henry B. Gonzalez	(D)
23	*Abraham Kazen, Jr.	(D)
24	*Martin Frost	(D)
27	Solomon P. Ortiz	(D)

UTAH

House		
1	Ogden Mayor A. Stephen Dirks	(D)
2	Frances Farley	(D)
3	Henry Huish	(D)

VERMONT

Senate	*Robert T. Stafford	(R)
House		
1	*James M. Jeffords	(R)

VIRGINIA

Senate	Richard J. Davis	(D)
House		
3	John Waldrop, Jr.	(D)
4	Norman Sisisky	(D)
6	James Olin	(D)
8	Herbert E. Harris II	(D)
9	Frederick Boucher	(D)
10	Ira M. Lechner	(D)

WASHINGTON

Senate	Henry J. Jackson	(D)
House		
1	Brian Long	(D)
2	*Al Swift	(D)
3	*Don Bonger	(D)
4	Charles D. Kilbury	(D)
5	*Thomas S. Foley	(D)
6	*Norman D. Dicks	(D)
7	*Mike Lowry	(D)
8	Beth Bland	

WEST VIRGINIA

Senate	*Robert C. Byrd	(D)
House		
1	Alan B. Mollohan	(D)
2	Harley O. Staggers, Jr.	(D)
4	*Nick J. Rahall II	(D)

WISCONSIN

Senate	*William Proxmire	(D)
House		
1	*Les Aspin	(D)
2	*Robert W. Kastenmeier	(D)
3	Paul Offner	(D)
4	*Clement J. Zablocki	(D)
5	Jim Moody	(D)
7	*David R. Obey	(D)

WYOMING

Senate	Rodger McDaniel	(D)
House		
1	Ted Hommel	(D)

The Committee on Credentials diligently performs its task. (left to right) John McCormick, Secretary-Treasurer W. D. Best, and Thad Early.

First Delegate to register, Russ G. Haley, Local 216.

Convention Meets in San Francisco

The 42nd Regular Convention of the Brotherhood of Railroad Signalmen was held during the week of August 23, 1982. A total of 268 delegates attended the proceedings which saw a full business schedule that included changes in the Brotherhood's constitution and the election of officers.

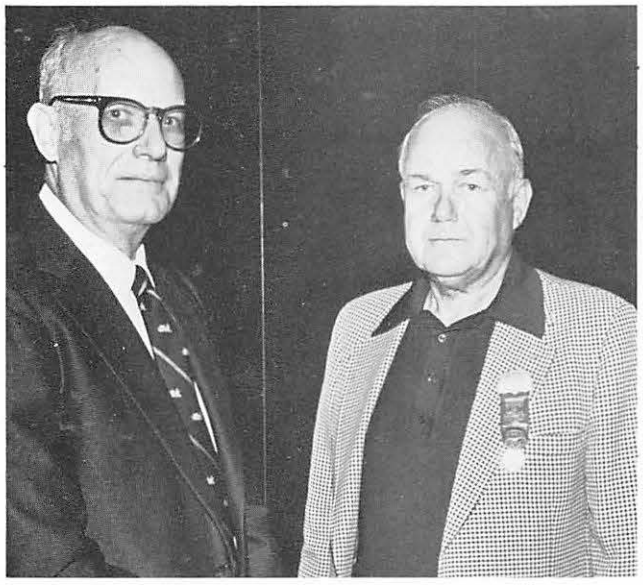
On Sunday, August 22, registration of delegates began in the morning, followed by an evening reception for delegates sponsored by Grand Lodge.

Convention coverage begins on these pages with photographs taken during registration, and then at the reception. After which coverage is presented as it happened on a day-by-day basis including the Monday afternoon bus trip to Muir Woods and Sausalito.

BRS Director of Research W. W. Lauer (right), greets Local 72 Delegate Randy Sweeton and accepts contribution to The Signalmen's Political League while Delegate Ron McPhail, Local 72 (left) and Grand Lodge Trustee A. G. Cunningham look on.

Brother and Mrs. D. J. Hammond arrived at Hyatt Regency and receive assistance from the Bellman.

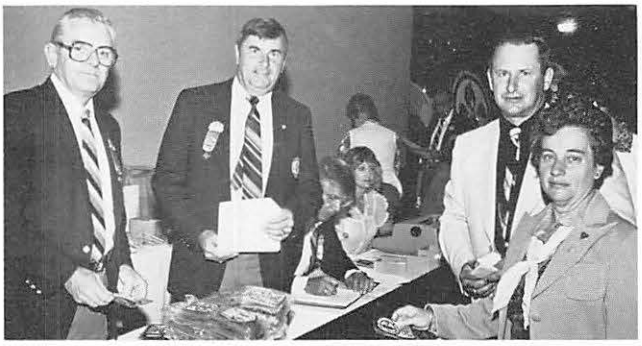
Delegates patiently await their turn to register at the Convention.



Retired BRS Secretary-Treasurer Paul Drummond and former President Chamberlain.

T. L. Hedges, (Local 52) and his wife Margaret seem to enjoy registration.

Posed for TSJ camera are: (left to right) Mrs. R. J. Szprygada; Mrs. W. T. McEnteer; Bill McEnteer, Local 134; B. E. Britcher, CR General Chairman; Dick Szyprygada, Local 225.



BRS Vice Presidents W. B. Harwell (left) and John Hansen pose for the TSJ camera with Delegate and Mrs. Phil Singletary, C&NW Local 39. Seated are Grand Lodge Representative Val Van Artsdalen and Jacqueline Gorlach, Secretary to Secretary-Treasurer Best. Caroline Speciale, Records Clerk (back to camera) and Brother Best are in the background.

Grandchildren enjoy convention. Brother and Mrs. W. A. Class pose with grandchildren, Jill and Jamie.

Friendships are struck at Convention. New friends Kimberley Pickett, (left) and Mandy Speakman pose with new friends Sandy Pickett and Karen Speakman.

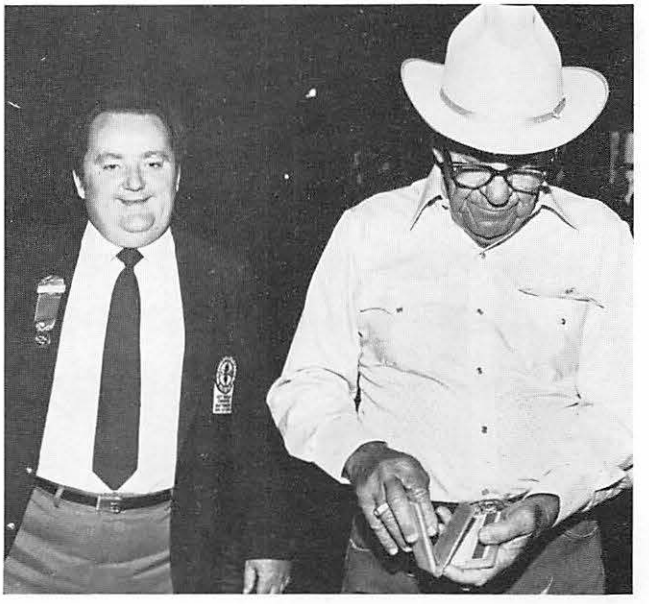
Mrs. Elizabeth Bates (center), President Bates' mother, is escorted by President and Mrs. Betty Bates.

Burlington Northern friends meet at registration area. W. A. Class, General Chairman chats with Lou Parker, Local 103.

Delegate H. E. Bennett, Local 49 (left), expresses his pleasure at being in San Francisco to General Chairman C. R. Vaught, and Vice General Chairman Dave Helton of the Southern General Committee and General Chairman Roy B. Flowers of the L&N General Committee (right).

"Jake" Jacobs, Local 161 Delegate, relates a humorous incident to President Bates.

Families came to San Francisco. Mrs. J. R. McDonald holds grandson, while Mom (Mary McClure) looks on.



A. G. Cunningham, Grand Lodge Trustee from Canada, observes Frank J. White of Local 99 in Texas registering as a Delegate.

Posed around the registration area are: (left to right) Mrs. Marilyn Hansen; Chuck Chamberlain, Labor Member, RRB; J. E. Hansen, Vice President and daughter and grandson, Mrs. Georgia Hansen McCoy and Christopher.

Reception on Sunday evening

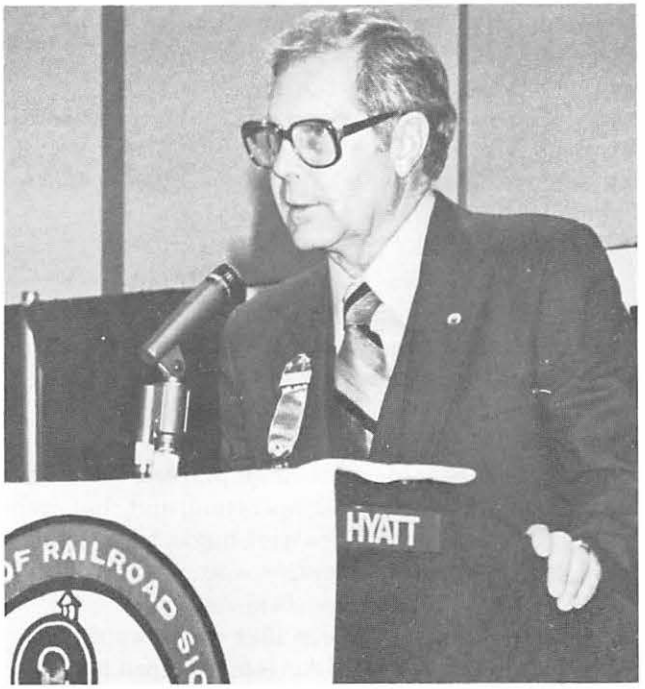
Hors D'oeuvres served at Sunday evening's "Ice Breaker" are enjoyed by Delegates and wives.

A quiet corner was found at Sunday evening's "Ice Breaker."

Old friendships are renewed. Retired Grand Lodge Vice President G. Orndorff and Mrs. Orndorff pose with President Bates and Secretary-Treasurer Best.

Grand Lodge Representatives Val Van Artsdalen and James R. Jenne, former and current Local Chairman of Southern Pacific Local 179-E, recall working on a signal gang in Nevada.

Grand Lodge Representative, V. M. Speakman and his wife, Karen pose with R. D. Dickey, General Chairman, MP (T&P).



Temporary Chairman J. T. Bass opened the 42nd Regular Convention of the Brotherhood.

First Day

Monday, August 23, 1982

The opening session of the Forty-Second Regular Convention of the Brotherhood of Railroad Signalmen held at Hyatt Regency Hotel, Embarcadero Square, San Francisco, California, began with Temporary Chairman John Bass; Vice President presiding.

The national anthems of the United States and Canada were sung by Dick Sarlo. The invocation was given by Reverend William H. Beswick, of the Memorial Presbyterian Church, Dayton, Indiana.

Temporary Chairman Bass then introduced Mr. John L. Molinari, a member of the Board of Supervisors representing the Mayor of San Francisco. Supervisor Molinari welcomed the delegates and their families to San Francisco. Parts of Mr. Molinari's remarks are reproduced here for our readers:

"It's my pleasure to be here this morning to welcome you to San Francisco on behalf of not only the legislative body on which I sit, but Her Honor, Mayor Diane Feinstein.

* * * * *

"But I want to tell you that this is a wonderful city. We are indeed happy to have you here. We're geared for the tourist, as you might imagine. This is our main economy in San Francisco; we are a Convention city. And we hope that you will partake of all of the things that we have to offer, and you will enjoy a lot of the historic and culinary adventures that you might find in San Francisco. I'm sure that some of you will have the opportunity to increase your waistline while you're here because our restaurants are outstanding, and I hope that you will partake of them.

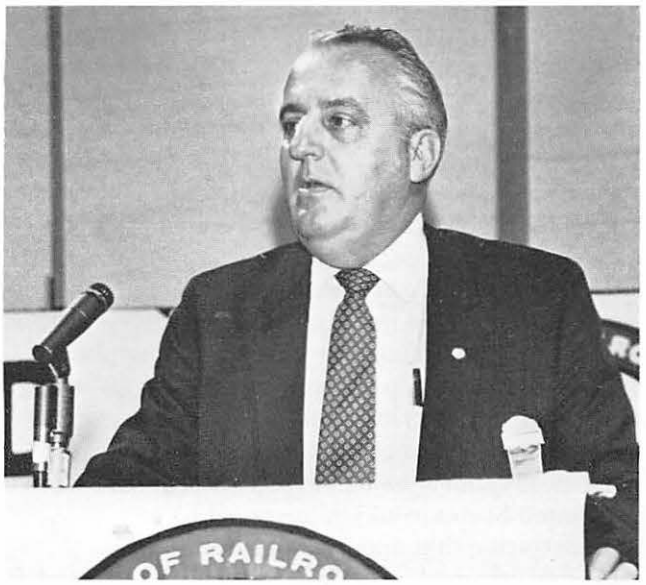
"We want you to have a good time. I've told your officers that if there's anything that I or any of the City officials can do to make your stay in San Francisco a pleasant one, we want to do it."

Temporary Chairman Bass thanked the delegates for the opportunity to participate in the opening of this convention, and explained that all is not well with working people in America and Canada.

Bass expressed his dismay of the record unemployment and the callous attitude of the present administration. He requested that we stand united for our freedom to organize and bargain collectively.

In closing, Temporary Chairman Bass asked that the Convention sees to it that the Brotherhood remains morally and financially strong and self-reliant, and prepared for any struggle that we may face in the future. At which time, he turned the Convention gavel over to the permanent chairman, President R. T. Bates.

President Bates welcomed everyone to San Francisco and related to the delegates that he was born only 500 miles north of San Francisco, and began his career as a full time officer of the Brotherhood just eight blocks from the convention site.



President Bates relates the accomplishments of the Brotherhood since the last Convention and expresses the need for continued unity.

Bates reports on progress of Signalmen

The report of our officers to this convention will indicate that the Brotherhood of Railroad Signalmen has continued to be involved in every area that affects the best interests of our members. We hope you will take the time to read the entire report and share the pride we feel in the operation of the Brotherhood.

After studying the report I think you will agree that much has been accomplished during the past three years; that many challenges lie directly in our paths, and that even though we are not satisfied with many things that have occurred since our last convention, we are prepared to meet those challenges.

Accomplishments made by the Brotherhood can only be made by unity between the officers, members, locals and general committees working in concert with each other. Since assuming the office of President, I have received the fullest cooperation possible from the Grand Lodge Officers, General Chairmen, and the entire membership. I would like to take this opportunity to express my gratitude to the entire Brotherhood for that cooperation. This does not mean that we have always agreed, nor that there have not been trying times, but our disagreements only concerned the best method in reaching our objective. Our objective has always been, and always will be to act in the best interest of the people we represent and I am certain that each member and officer will continue to pursue that objective.

Since our last convention the Brotherhood has suffered the loss of one of our well-known and long time retired officers, Grand Lodge Representative from Canada, Harold A. Stockdale. A number of former General Committee Officers, as well as some of the delegates to our last convention, and personal friends and relatives have also been taken from us since we last convened. I think it would be appropriate that we all stand and observe a moment of silent respect to all of those members, family and friends that have left us since we were last assembled.

Each three-year period between conventions brings forth many unforeseen occurrences and changes in our lives that we did not anticipate during the past convention. This immediate past three-year period has certainly not been an exception. When we last met in Chicago in 1979, we did not expect that our countries would plunge into the deepest recession since the great depression of the 1930's, or that we in the United States would be governed by an administration that openly declares that the American dream of a continual rise in the standard of living for working people must now be forgotten and that in fact, that standard of living must now be reduced.

As signalmen we did not expect that we would have more than 1500 of our Brothers and Sisters furloughed by force reduction since our last convention. Neither did we expect that our retired members covered by dual benefits under the railroad retirement system would have the so-called "windfall" benefit reduced when we left Chicago in 1979.

During our last convention we were aware of the Rock Island Railroad's financial crisis, but I seriously doubt that anyone really expected it to continue to mismanage itself to the point of complete collapse and shutdown. Certainly, we did not anticipate the Milwaukee Road informing us that unless wage concessions were made by their employees, the Milwaukee would also cease operation, and that even after those wage concessions were made, more than one-half of that road's operation would stop.

In 1979 we would not have believed that agreements would be made in 1981 which would not apply portions of National Agreements then being negotiated for our members on Conrail, Ann Arbor, Delaware and Hudson, and Amtrak, but that is actually the case.

In 1979 we could not have anticipated that a federal law would be enacted in 1981 which would spell out as its goal that to provide Conrail the opportunity to become profitable through the achievement of a number of objectives would be that Conrail should enter into collective bargaining agreements with its employees which would reduce Conrail's costs in an amount equal to $200,000,000 a year beginning April 1, 1981.

Another of the objectives of this goal is that the aggregate labor cost reductions should be no less than an average of $200,000,000 per year for each of the first three one-year periods beginning April 1, 1981.

I think that if anyone would have proposed in 1979 at our last convention that any of these things I have just referred to would be happening, we would have immediately begun searching for a rubber room for the proposer, as we would have feared for his safety to himself and others.

Our members in Canada have not escaped the results of the depressed economy in our countries. Officers in Canada negotiated an acceptable National Agreement covering all members in Canada with the exception of the Quebec North Shore and Labrador. That agreement contains substantial wage increases and protection against inflation with a cost-of-living clause. However, the Canadian federal government has recently introduced legislation which will limit wage increases to 6% in the immediate first year and to 5% in the second year for employees covered by that agreement.

As a result of that legislation, our members

employed by most Canadian railways will not realize many of the benefits and protections which were negotiated in good faith by our Canadian officers. I am certain that every effort will continue to be made by all Canadian Railway Labor Unions to modify that legislation.

On April 24, 1982, a dispute between the Providence and Worcester and the union representing operating employees on that railroad resulted in a strike which continues today. Although the Providence and Worcester is a small railroad, this matter should have been resolved in less than the 121 days it has now extended. We are proud that the vast majority of Brotherhood of Railroad Signalmen members employed by the Providence and Worcester have observed the picket lines and have not assisted the Providence and Worcester in their efforts to defeat that sister union.

During the period since our last convention, we have been involved in more court procedures and litigation than at any time since I have been a grand lodge officer. In some cases we were able to prevail and in others we were not successful. A very significant accomplishment occurred when the Tenth Circuit Court of Appeals reversed the decision of the District Court in a matter between the St. Louis-Southwestern Railroad and the Brotherhood of Railroad Signalmen. I don't need to tell any of you that one of the most constant battles for our Brotherhood is to preserve the work we are entitled to perform in accordance with our agreements. The Cotton Belt case which I just mentioned occurred because the Cotton Belt unilaterally contracted out a portion of the installation of a centralized traffic control system on the Tucumcari Line of Railroad formerly served by the Rock Island, which was purchased by the St. Louis-Southwestern. When that occurred, it was necessary that we take a strike ballot on the Cotton Belt and prepare to take self-help action on that carrier.

The Cotton Belt, as is customary practice for railroads, rushed into district court to obtain a restraining order against a strike by the Brotherhood of Railroad Signalmen. The case came to trial and District Court Judge Rogers ruled that this was a minor dispute and must be settled by the National Railroad Adjustment Board and provided the temporary restraining order to the Cotton Belt.

We felt that Judge Rogers was mistaken in his order and appealed the decision to the Tenth Circuit Court. The Tenth Circuit Court found that the dispute was a major dispute and reversed the District Court's decision. The Cotton Belt then applied to the Supreme Court for Certiorari on Appeal. The Supreme Court upheld the decision of the Tenth Circuit Court of Appeals, which sustained the Brotherhood's position. This was a major victory for the Brotherhood and should be of great value to us in the future.

Other litigation included concerted activity by the Brotherhood with other railway labor organizations in a number of cases which have gone as far as the Supreme Court. One of those cases has been ongoing for more than five years and resulted when the city of New York took action against our members on the Staten Island Rapid Transit Operating Authority.

Because those members observed a picket line, Staten Island claimed that our members employed by the Staten Island were not covered by the Railway Labor Act, but instead are governed by the New York State Taylor Law, which prohibits strikes by public employees. The New York State Taylor Law prohibits strikes by so-called public employees and as a penalty, that law permits a fine of two days' pay for each day an employee strikes or refuses to cross a picket line. Our members on the Staten Island have suffered great injustices because the District and Appellate Courts have permitted fines against those members. This matter has not reached the Supreme Court, and in fact, has not been released by the Appellate Court.

It appears that railroads are seeking more and more court actions to delay the resolutions of disputes. Recently, we were sued in two separate actions by the Southern Railway because we sought the services of the National Mediation Board in an effort to negotiate changes in schedule agreements which have been handled for more than six years. It seems as though we can do very little without being subjected to court action by some carriers.

Because of the Northeast Rail Service Act of 1981, we are in the process of negotiating implementing agreements with transit authorities who were directed by the Nersa Law to relieve Conrail of its passenger operations. These negotiations are taking a great deal of time by our Grand Lodge and General Committee officers to fulfill the objectives of that law.

There is no doubt that we are faced with the most anti-worker and anti-union administration at the present time than at any other time in my working lifetime. Workers in all industries have suffered because of this administration's philosophy and perhaps we as signalmen have suffered less than workers in most other industries. It is absolutely a necessity that the direction our country is taking must be changed if we are to retain the benefits and living standards we have secured through our past efforts.

The Office of Management and Budget has made clear the objectives of this administration toward railroad workers. Two of the most glaring changes proposed by the OMB toward railroad workers are their efforts to do away with the railroad retirement system, and to completely stop funding of the National Railroad Adjustment Board, which resolves

minor disputes in the railroad industry.

You will remember that during the past eight or ten years railroad managements have made numerous statements to the effect that railroad labor and management must cooperate for the good of the industry and the workers employed in that industry. When OMB proposed to eliminate funding for the National Railroad Adjustment Board in the current budget proposal, a committee from railroad labor met with the National Railway Labor Conference in an effort to find mutual ways to propose to Congress and the Administration for funding of resolution of minor disputes. The National Railway Labor Conference did not demonstrate any desire to cooperate with the labor organizations to find areas where this could be accomplished.

Due to the sharply reduced employment in the railroad industry which has caused deficits to reach the crisis stage in our railroad retirement system, railroad labor approached the National Railway Labor Conference to discuss those deficiencies and explore ways to increase financing to place the system in a sound financial condition. The NRLC's response indicated that the only way they were interested in finding ways to resolve this deficiency was by the reduction in benefits for retirees.

We all know that all of the benefits secured for our retirees have been bought and paid for by the employees, either through taxation or reduction in other benefits to employees. It is obvious to me that the railroad managements have jumped on the bandwagon of the Administration, and any cooperative effort by the Railroad Management and Railroad Labor will have to be concessions by railroad workers.

Our effort to change the economic direction of our country must be in the political arena. We must change the composition of the Congress to achieve that objective. Participation in our political action committee, the Signalmen's Political League, has increased a great deal during the past three year period. There was a point in time when our retired members contributed more to the SPL than our active members. At the present time our voluntary contributions from active members now exceed those contributions made by retired members. We must increase the participation in the Political League in an effort to provide funds for political campaigns of members of the United States House of Representatives and United States Senate who are friends of working people and the poor in our great country. We are all aware that corporate political committees and other PACs contributed to by the wealthy have more money and will increase their contributions many times over that which the working people can expect to generate. However, we believe that if a candidate sincerely supports the working people and has sufficient financial means to place his program before the people, he can be elected. We must do more in not only supporting those candidates with financial contributions, but assisting them with their campaigns. We must do a better job of informing our members of their rights and benefits which have been obtained by the Brotherhood either at the negotiating table or through our efforts to have legislation enacted. We should all be proud to be members of a labor union, and especially the Brotherhood of Railroad Signalmen.

Board of Supervisor J. L. Molinari, on behalf of the Mayor, welcomes the Delegates to San Francisco.

In reviewing the Officer's Report, you will note that the Brotherhood is in sound financial condition and we must remain financially strong if we are to be prepared for all of those challenges lying directly in front of us.

A proposal before this convention will request a change in the Brotherhood's constitution which will provide that our Canadian membership be free to become members of an autonomous Canadian Railway Union. This request is not unique, nor is it any way not anticipated. A number of differences in labor laws between the United States and Canada create conflict in administrative operations for unions in both countries at the same time. We certainly support this action by our Canadian members and sympathize with their reasons for forming their own union. Each of us has made friends and personal acquaintances with our members in Canada and certainly, their contribution to the operation of our Brotherhood will be sorely missed. We do expect those friendships to continue and that we will continue to maintain a strong fraternal relationship with the Canadian brothers and sisters. However, to act in the best interest of those

Canadian members, we certainly agree and support their actions to be governed independently by their own union and laws affecting them.

This convention will have to make many decisions which will decide the direction and effort which the Brotherhood will take, not only until our next convention, but for the entire future.

We recognize that delegates to conventions accept a tremendous amount of responsibility when they agree to represent their locals at conventions. Delegate authority must be exercised in a responsible fashion and each argument in support of or in opposition to each question must be considered by the delegate before casting his vote. We must always remember to use the trust invested in us to accomplish our objective which must be to act in the best interest of the Brotherhood and the members we represent.

I am confident the delegates will make the right decisions in each of those matters which will come before us this week, and with the faith that God will assist and guide us, I am confident we will have a progressive and harmonious convention.

President Bates introduced Alan Cranston, U.S. Senator from California and Senate Democratic Whip.

Senator Cranston enlightens delegates

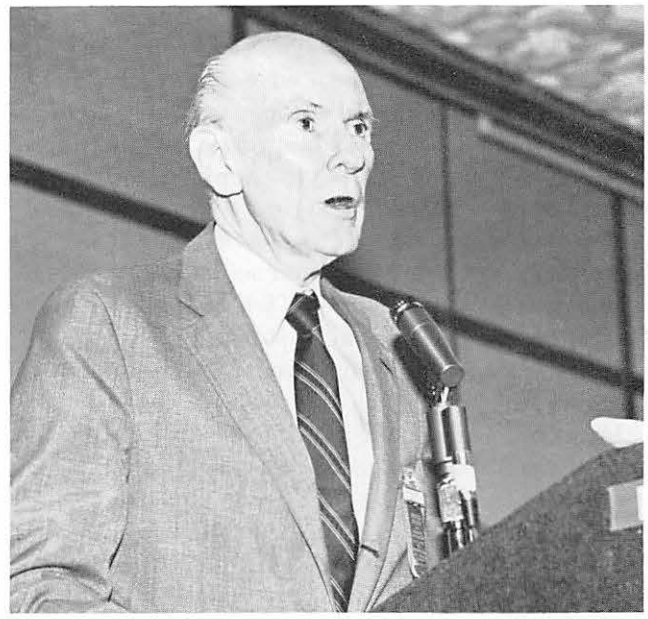
I thank you for that warm welcome and for this opportunity to say hello to you. Let me say at the outset that I've always had labor's support in every political race that I've undertaken. At least two of them, including my first, I would not have won without that labor support and endorsement. And I thank you and others in labor for that. I've never forgotten it, and I've done my best to make plain in my public life and in the stands I've taken on the issues and in the votes that I have cast where I stand, that we stand together on the vital issues of our time.

In that first race for the Senate in California way back in 1968, my opponent was a man named Max Rafferty, whose name some of you may remember. He was trying to establish that he was the most conservative person that had ever sought a Senate seat, and I was labeled the liberal in the campaign.

I've never been totally in love with the liberal label since I read George Bernard Shaw's definition of a liberal is somebody with both feet firmly implanted in mid-air.

Rafferty's people went around trying to take advantage of this by saying things like, "Our Max sure has both feet on the ground."

I went around in the campaign quoting that great American sage, Joe E. Lewis, who once said, "Show me a man with both feet on the ground and I'll show you a man who can't put his pants on."



Keynote Speaker, Senator Alan Cranston (Dem.-CA) offers some very enlightening remarks in his address to the Convention.

We have another very important Senate race now going on in California. Jerry Brown is the Democratic nominee. And I have some good news to report. He was behind in all the polls during all the year until last week, when ABC announced a poll in Southern California that showed Jerry Brown had now caught up and gone ahead 42 to 34, which bodes very well for his success in that election. And I urge those of you from California to make sure that no stone is left unturned to help in his election, and those of you from elsewhere to do what you can to be of help to him.

We also have a remarkable opportunity to elect Tom Bradley, the Mayor of Los Angeles, Governor of California, which would be another great step forward in our state.

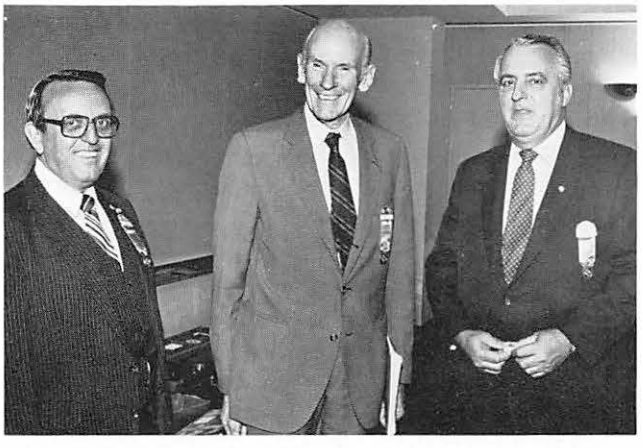
I think the way things are going with the growing disillusionment over the program, and the leadership capacities of Ronald Reagan, both on domestic issues and on foreign policy and defense matters, and the rising strength of the Democrats and the sound alternatives that they are proposing, that this should be a great election year for people who share your interests on the issues of our time.

I want to thank your union and Tom Bates for your support for an effort that I've been making through what is called the Senate Democratic Leadership Circle to raise the wherewithal for all of our Senate candidates across the country in our efforts to retake the Senate this year. You've joined the leadership circle, and I am very, very grateful to you for that.

We face — in our country presently we find ourselves in the most anti-labor sentiment in the National Government that I have ever known in my entire time in public life in this country. We see so much that labor has worked for for so long, both for men and women who are working or who want to work, and for others in our society who are helpless and need a helping hand, we see so much that we have fought and worked for and achieved now being taken away for the processes of what is called Reaganomics. And the tragedy of it all is that the sacrifices are in vain because Reaganomics is plainly not working.

If we had an economic policy that was working and that would ultimately ensure that there would be more opportunities for working men and women and for business people to make profits and earn wages, that would be one thing. Some sacrifice might be in order for that purpose. But when the sacrifices are compelled for a program that is plainly unworkable, that's something else again.

And plainly, Reaganomics is unworkable. In less than two years in the White House, Ronald Reagan has exploded the myth that the Republican Party is good for business. Business is in the worst shape that it's been in since the other Herbert Hoover was in the White House.



Posed with the fine Senator from California, Alan Cranston are: W. D. Best (left) and R. T. Bates (right).

What we have now is not exactly a recession, and it's not exactly a depression, I think it's what might best be called a repression. We have the government deliberately repressing working men and women, and repressing business people with these high interest rates that are strangling the economy. And while there are some temporary declines in those interest rates, don't count on them lasting after the election. I think the odds are that they are being let down a little bit to help improve the election climate for the Republicans, and then we'll see them going up again when the election is over.

What we see now, what we've seen for the past year and a half of the Reagan Presidency is more bankruptcy for business people, for large and small corporations, more foreclosures for farmers, foreclosures on homeowners in our country, more inability for people to lay their hands on money to invest in a business or invest in a home or invest in what a family needs than at any time in modern memory.

America's farmers, incredibly, are now paying out more in interest rates altogether than they are taking in in net income this year. How much more of that can they stand.

Unemployment, as we all know, is the highest since the Great Depression. And I suspect it's going to be higher before we see improvement.

Ronald Reagan said to Tip O'Neill a while back, "I haven't hurt anybody. I haven't thrown anybody out in the snow."

Well, it's a good thing it stopped snowing, because there are many, many people who are now homeless, wandering around the country, living, as members of your Union know so very well, sleeping in boxcars when they can find one that they can get into, or sleeping on park benches, or in men's rooms, or ladies' rooms. An incredible situation in a country with the affluence that we have known and should be knowing at the present time.

And to make matters worse for those who are jobless and hopeless, what has Ronald Reagan done about that specific problem?

What he has done, is slash unemployment compensation. We are now winning some battles in Congress to restore some of it. They have closed down unemployment offices so you have to travel farther and wait longer to try to get redress or find a job.

They have thrown out CETA workers. They virtually have stopped all job training. And there are those around Ronald Reagan who want to go even further. For example, David Stockman, the chief voodoo assistant to Ronald Reagan —

— is urging the President to support legislation to tax whatever unemployment compensation is left. He is urging that we tax employee business expenses, if you still have a job, and have to travel any distance to get to it.

I think we can prevent steps like that from being taken in the Congress, but that's what many people around Ronald Reagan would like to do to further the plight of those now out of work.

All of this is absolutely outrageous. It's hard to believe that anybody as affable as Ronald Reagan could do so much damage. And I thought the other day maybe he wouldn't be quite so affable if Nancy had to work a night shift in a textile factory.

Still worse, if things can be put in an even worse light, the Reagan program is not only unworkable,

California Senator Alan Cranston, a featured speaker at the Convention, and Mrs. Cranston are escorted to the podium by BRS Vice President J. T. Bass on right.

but totally unfair. Those cuts in programs designed to help men and women out of work is one example.

Another, and even crueler, I think, is that the deepest budget cuts have been in programs for hungry children, the cutback on school lunches, let them eat ketchup because that's a vegetable, the cutback on programs to help dependent senior citizens who cannot take care of themselves, the cutbacks on programs designed to help handicapped people, who, with some help, might be able to take care of themselves, but now they are not getting that help, the cutback on programs designed to help people held back by lack of discrimination, lack of education — not by lack of discrimination — by discrimination, by lack of education, by lack of equal opportunity in our society, the cutback in all programs designed to deal with those difficulties that face all too many Americans.

I suppose that much of what Ronald Reagan is seeking to do was designed to respond to the cries of the American people against spending money, hard-earned tax money, on programs that didn't work — and some of that happened — and on cries against a remote, unresponsive bureaucracy that you couldn't quite get at, and that didn't seem to understand the problems of the average American people.

We must respond to those complaints. They are legitimate complaints. But let us not, in the process, turn America to a mean, narrow, selfish land, without vision, without grandeur, without grace, without competition.

And that, I'm afraid, is what the Reagan program, unless we can check it, will do to our country. We have in the White House a man who seems oblivious to many of the deepest concerns of the American people, the concerns that have brought you and me together. We have in the White House a man who seems indifferent to many of those concerns that he must be aware of. And we have in the White House a man whose approach to those problems, that he is aware of seems to be incredibly superficial and simplistic.

It seems to me that Ronald Reagan is relying on nothing but charisma, and he is rapidly giving charisma a bad name.

Democrats must not simply complain. They must provide alternatives. And we have alternatives. Those alternatives will emerge as the Democratic alternatives. We can't really expect it as before, because we have a democratized Congress where you don't have all-powerful leaders as we used to have like Sam Rayburn and Lyndon Johnson, and rather tyrannical committee chairmen. It's been democratized so nobody really speaks for the Democratic Party until a leader emerges in the course of the Presidential selection process.

But there are those of us who have alternatives. We are fighting for them. We are not just saying no to Ronald Reagan when we think he is wrong. We provide alternatives.

What I think we should do, just in very, very tight essence, to turn the economy around, is, one, yes, work for a balanced budget as fast as we can get there without creating a depression, but with wiser and more humane priorities than Ronald Reagan displays, and without the straight-jacket of a Constitutional amendment.

Secondly, we must change the policies of the Federal Reserve Board to get away from these high interest rates that they are imposing on the economy, that are strangling the economy. The way to do that is to insist they provide a slow, steady growth of the money supply, and focus on getting interest rates down, which they are not now doing.

What we have now is not exactly a recession, and it's not exactly a depression, I think it's what might best be called a repression. We have the government deliberately repressing working men and women, and repressing business people with these high interest rates that are strangling the economy.

Third, I think we must find ways voluntarily, but by effective leadership, to have more cooperation and less of an adversarial relationship between government, management and labor. If we can achieve that sort of an approach, as many unions are now doing in far-sighted and sophisticated and wide negotiations with management, we can have a far better situation.

Government needs to be involved in a voluntary, not a coercive way, in the process, so that our government will do what the Japanese government

does, for example, and help rather than hinder business and working people.

I think we also need to provide more incentives to labor, like stock options, profit-sharing, and a decision-making voice in what an industry does, in ways that are rational and wise and appropriate.

I think we must invest more, not less, in education. Ronald Reagan would have it less and less, and totally tail off, for example, by cutting back on student loans. If he had his way, only the children of well-to-do parents would get a college education in our country. We must not accept that approach.

And for the well-being of our economy, if we do not train our young people in mathematics, science, technology, engineering, computer technology, how can we compete with nations that train their people in those matters?

And if we don't keep on providing education in the liberal arts and the humanities, how will we have a society equipped to make democracy work in the evermore intricate, evermore complicated life which we find ourselves facing.

We also plainly, in my opinion, cannot straighten out our economy while we are in an open-ended arms race with the Soviet Union, costing an incredible sum. Ronald Reagan asked that we spend — the figure is beyond comprehension — he wants us to spend one trillion five hundred billion dollars on military matters in the next four years. We cannot afford that. That's the main reason for our huge deficits, and one of the main reasons for our towering interest rates.

We do not need all of that for our national defense. We must be strong. We must never be second to any other nation. We are not that now. But let us remember that our economic woes began with Vietnam, began with the tragic decision to enter that war, compounded in folly by not raising taxes to pay as we fought. The consequence was inflation. We have never since had an economy functioning effectively.

And now the defense escalation proposed by the President is four times Vietnam in constant dollars, and he has cut taxes at the same time.

Even worse than what the open-ended, incredibly costly, incredibly dangerous arms race does to our economy is the threat it poses to our national security. For nuclear war, the threat of nuclear war is plainly the gravest danger that has ever confronted our nation. It could totally destroy it. And, even worse, Albert Einstein, in some ways the father of it all, warned in 1950 that nuclear war could totally exterminate the human race, annihilate the human family, destroying the environment that sustains life upon this planet.

A remarkable young American writer named Johnathan Schell, in a book written this year entitled, "The Fate of the Earth," describes what that might mean and how it could happen.

He says nuclear war could end history, leaving a darkness in which no child would ever again be born, in which no human would ever again appear on the face of the earth, and there would be no one to remember that they ever did.

That is what is at stake in the task of finding a way to end this deadly dangerous arms race with the Soviet Union.

Because of my concerns about the state of American relations and this dangerous arms race I went to the Soviet Union last fall with Senator Mathias of Maryland, not my first trip to that country — he is a Republican, I a Democrat — and we went together because we share the view that American-Soviet relations are the most important that ever existed between two peoples, because never before have two peoples had the capacity to totally wipe each other out, and, quite possibly, to destroy all innocent bystanders in the process.

We had a remarkable opportunity to meet with Soviet leaders, because we were the first people from our level to go since Ronald Reagan entered the White House. They wanted to get our assessment of what the Reagan Administration portends, and they wanted to demonstrate a desire to talk.

Let me describe just one conversation we had in the Soviet Union. It was with Marshal Nikolai Ogorkov. He is Chairman of the Joint Chiefs of Staff of the Soviet Union, their number one military man. I found my self seated across the conference table from him, just about as close as I am to Tom.

I looked at him and thought this is a man that would direct death and destruction on America should war come.

I went through a litany on strategic doctrine with him. I asked him, "Marshal, if your country and ours had a war, could it be limited to conventional weapons, or would it be nuclear?"

He said it would be nuclear, that whoever was losing the conventional war would turn to nuclear weapons to try to win, so called.

I asked him if it was nuclear, could it be limited to strategic and military targets, or would we go after each other's cities and populations.

He said it would be all out, and, as he put it, "If I receive 80 blows, I am entitled to give 80 back, but I will give 120, and then whoever hit me 80 times will hit me 200 times and up it all goes."

I asked, "Can either of us win that kind of a war?"

He replied in three words: "No. Mutual suicide."

I asked, "Can either side attain and maintain superiority over the other?"

He said, "No. We will not allow you, and I presume you will not allow us."

At the end of — let me say first along the way that Mathias and I agreed with each of these seemingly inescapable conclusions, but along the way, Ogorkov,

on the one hand, and we, on the other, cited statements that seemed to be contradictory, and actions that seemed to be contradictory.

For example, he cited the Republican National Platform, which calls for American superiority over the Soviet Union and he said, "What about that?"

I said, "I think my Republican friend, Mathias, should answer that question."

Mathias said, "Marshal, that is what we call campaign rhetoric in the United States. It was designed to win an election, it was designed to placate elements of the Republican Party. It is not an agreed American doctrine."

I cited to the Marshal an article that he wrote for the Soviet Encyclopedia of Military Affairs, in which he seemed to say that they could win a nuclear war with us, and I said, "What about that, Marshal?"

He replied, "If you read my article carefully, that is not exactly what I said. But how do you maintain morale among your troops if you do not hold out the possibility of victory?" And then he grinned quite broadly, and he said, "I think that's analogous to Senator Mathias' statement about campaign rhetoric."

California Senator Alan Cranston receives a warm welcome from President Bates.

At the end of this, Mathias and I said, "Marshal, if it's mutual suicide and nobody can win, does it not behoove us to sit down and negotiate out our differences, and achieve arms control, freezes, and reductions that reduce the dangers, reduce the stockpiles, and reduce the costs?"

And he said, "Of course. We have no other option, no other option."

And he added, "We ratified Salt II. You did not. We are waiting and we are ready. When you are ready, we will be ready."

And I believe that to be the case. I do not know it to be the case. What I do know is that we have never made the sort of all-out attempt that must be made to work out this problem with the Soviet Union. We share this problem with them. Our fate is indivisible. If war comes, we will destroy each other, and even if war does not come, we are destroying each other's economy.

And sooner or later, war would come, in my view, by accident if not by deliberate attempt, by the escalation up of some lesser conflict.

I do not suggest that we do anything based upon trusting the Soviet Union. We do not trust them, they do not trust us. What we need is a verifiable treaty — and we have the capacity to verify these treaties — so that we know that they are living up to its terms, and so that they know that we are living up to its terms.

We must make an all-out, determined, creative, constructive effort to resolve this problem, or nuclear war will destroy us all. What I envisage is something analogous to what Jimmy Carter did at Camp David when he brought Sadat and Begin together on the mountaintop, and said, "You are going to stay here until you resolve your differences between your nations," those nations that had three bloody wars in one generation. After almost two weeks at Camp David, they got to know each other. They worked out their difficulties and they have lived in peace ever since. That's what we and the Soviet Union must do. Our leaders must sit down and negotiate out this problem.

I have no faith that Ronald Reagan has the capacity to do this, or that the people around him have the capacity to do it. So we need new leadership. And it is my concern about this issue, along with what's happening to our country, the economy, the environment, social justice, that leads me to consider running for the Presidency in 1984. I would like to undertake that mission of ending the dark nightmare that hangs over all of us, of nuclear war.

And let me simply say on the score of 1984, that I have visited about 30 states in the past six months. It's my clear impression that the race is absolutely wide open as far as the Democratic nomination is concerned. Plainly, Ted Kennedy and Fritz Mondale are out front, but there are many who believe that neither will be the nominee, that a new face is more likely to emerge and, if that's the case, I think that John Glenn of Ohio and I have the best opportunities to be that alternative for the leadership of our party and of our nation.

The only exception that I found to the matter of it being wide open is home states. I would assume that Ted Kennedy would have Massachusetts; Fritz Mondale, Minnesota; John Glenn, Ohio, and I would

be very happy to start with that kind of an arrangement, because California has 20 percent of the votes needed for nomination!

And let me finally say, California has now produced three Presidents of the United States, Herbert Hoover — Richard Nixon — and Ronald Reagan — and I think we can do better.

UTU's Hardin Speaks of Close Relationship with Signalmen

We've had a very, very close relationship with the Signalmen in the past 12, 15 years. We've fought together, we've negotiated together, and we know each other real well. And I am very proud to consider the Signalmen one of the closest union friends of our union.

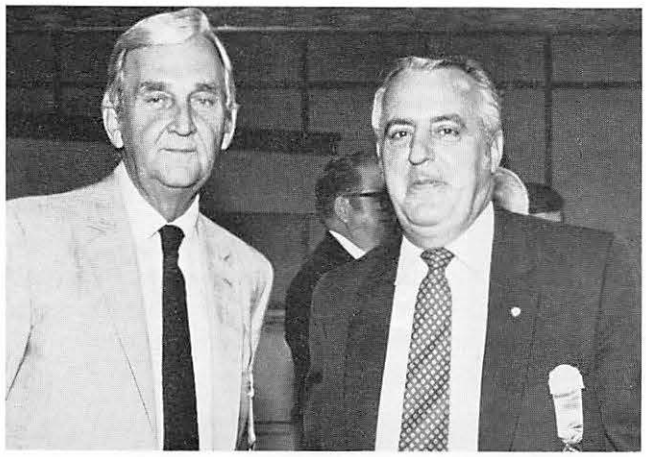
Your Union has been very fortunate in the past 15 or 20 years. Chuck Chamberlain, I worked with Chuck Chamberlain for about 10 years, and I've worked closely with Tom Bates for the past three years. You've always had good leadership. You've been well represented in Washington. You have — I can think of two. You have Chuck Chamberlain on the Railroad Retirement Board. And Lord only knows where we'd be today if he hadn't been on that job looking out for our interests. And he's done an excellent job.

You have another former Signalman, Officer Joe Walsh, who's probably the most important man in the FRA. And Joe does a good job.

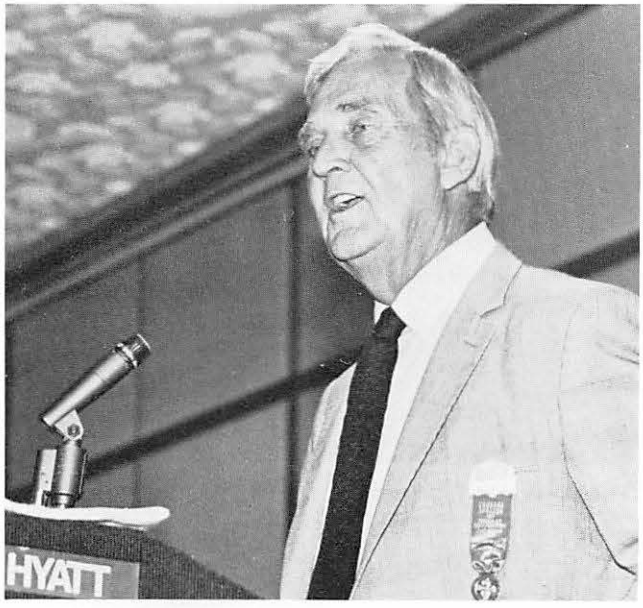
President Hardin related to the serious problems of railroad bankruptcies. He pointed to the Rock Island as a classic example, explaining rail labor's effort to get a bill passed that would allow $75 million dollars to be paid in the form of severance pay to former Rock Island employees. He related how the courts rejected the bill, declaring that we didn't observe the Tucker Act. Further explaining, that a new bill was introduced and passed only to have the Supreme Court rule the bill unconstitutional. However, he expressed hope for a new amendment that has been introduced on a railroad bill that would provide $75 million dollars from government funds that will ultimately provide severance pay for our Rock Island employees.

Hardin updated the convention on the present status of Conrail and explained the law that requires the federal government to get out of the railroad business on Conrail by April 1984. He explained that we are receiving favorable comments and help on a program that, if enacted, would permit the employees to buy Conrail.

UTU President Hardin concluded by detailing pending legislation that affects the rail industry, and reported on the devastating effect coal slurry legislation would have on the rail industry if enacted. He requested that we all become politically active.



BRS and UTU stand together. Posed are Fred Hardin, President, UTU and Tom Bates, President, BRS.



UTU President Fred Hardin, stressed the importance of rail union cooperation.

Reverend Beswick gave the benediction, after which the opening session was recessed and the first general session was convened and called to order by President Bates. Chaplain H. R. Neihart gave the invocation.

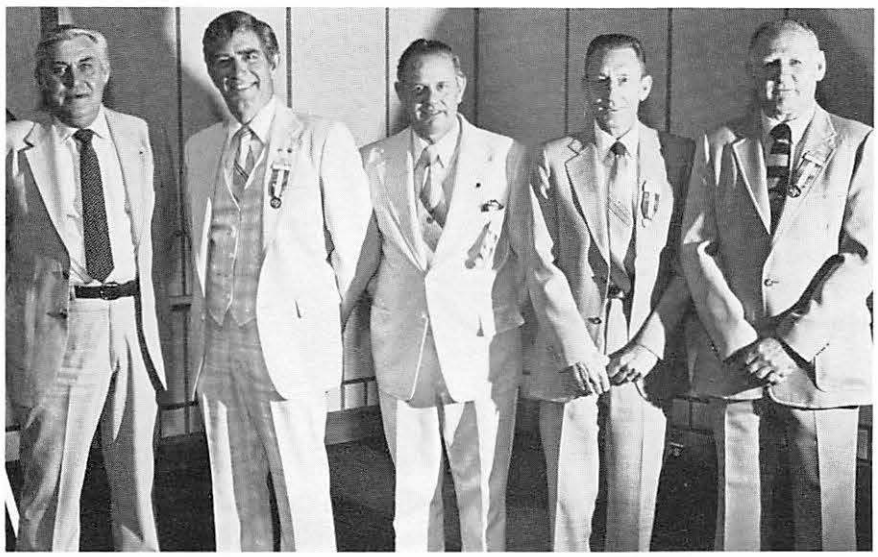
President Bates appointed the following: **Chaplain**—H. R. Neihart (BN Local 103); **Lever**—Pat McMahan (MP Local 72); **Inside Semaphore**—Ted Sablotny (CR Local 109); **Outside Semaphore**—Howard Hock (N&W Local 166); **Tellers**—Jim Riggs (Santa Fe Local 20); Dave Helton (Sou. Local 49); Bob Dickey (T&P Local 141). The following were appointed as **assistant tellers:** Vince Unger (CNW Local 108); Russ Hagley (C&O Local 216); Ken Raney (St.L SW Local 157); Don Hammond (B&O Local 94); Al Banas (Amtrak Local 5); and Bill Linder (UP Local 155).

Committee on Credentials: W. D. Best, Secretary-Treasurer, Chairman; T. E. Early (Sou. Local 49); and Johnny McCormick (CN Local 187).

The **Committee on Laws** as prescribed by the Brotherhood Constitution has the following members: B. E. Britcher, Chairman (CR) and Chairman Grand Board of Trustees; W. D. Best, Secretary-Treasurer; W. W. Altus, Vice President; J. T. Bass, Vice President; W. A. Class, (BN) Secretary, Grand Board of Trustees; and A. G. Cunningham, Member, Grand Board of Trustees.

President Bates appointed the following to be on the **Committee on Committees:** Billy Joe Woodruff, ICG; Roy Flowers, L&N; Henry Gerth, CNW; Owen Lewis, SP; and Willis Abner, CR.

President Bates called for the report of the Credentials Committee. The Chairman, Secretary-Treasurer Best reported that the credentials of 268 delegates had been examined and validated and moved that the delegates be seated, the motion was seconded and carried.



Committee on Committees; (left to right) Willis Abner, Local 52; B. J. Woodruff, ICG; H. S. Gerth, CNW; R. B. Flowers, L&N; and O. C. Lewis, SP.

Invocation was given by Reverend William H. Beswick of the Memorial Presbyterian Church, Dayton, Indiana.

B. J. Woodruff, General Chairman on the Illinois Central Gulf, served as Chairman of the Committee on Committees.

The report of the Committee on Committees was given by Chairman Billy Joe Woodruff, and the following committee assignments were announced:

Committee on Rules: R. R. Van Vacter, Chairman (AT&SF); A. E. Nenn (Local 9); W. R. Saar, Jr. (Local 56); G. R. Jones (Local 102); R. S. Rawls (Local 16); R. R. Sweeton (Local 72); J. D. Murphy (Local 40); B. J. McComb (Local 87); V. S. Sartini (N&W); E. O. Rosebure (Local 104); and T. H. Stone (Local 219).

Committee on Resolutions: G. G. Gross, Chairman (SCL); C. T. Spears (Local 116); R. F. Richardson (BN); M. LaClair (Local 56); E. W. Swecker (Local 172); J. K. York (Local 102); B. J. Clyburn (Local 77); R. J. Szprygada (Local 225); G. E. Jones (Local 24); R. O. Sherley (Local 168); and C. B. Wham (Local 110).

Committee on Appeals: H. H. Parker, Chairman (C&O); W. D. Corn (MP); C. K. Highley (TRRA-StL); E. D. Hodson (Soo); C. A. Cleghorn (B&O-CT); W. R. Evans (UP); W. J. Gee (Local 188); E. F. Fegreus (Local 213); J. B. Dumas (Local 11); R. D. Platt (Local 16); and G. Bozaan (Local 100).

Committee on Officers' Report: C. R. Vaught (Sou.); J. L. Barton (Milw); C. D. Plummer (Local 99); J. M. Huff (Local 89); J. A. Tennis (KCT); C. A. McGraw (Local 152); R. C. Buck (Local 14); W. T. Glavey (Local 53); R. H. Brinkley (Local 46); G. C. Stone (Local 55); and M. D. Warner (Local 208).

The National Anthems of the United States and Canada were sung by Dick Sarlo.

Report of the Credentials Committee is given by Chairman W. D. Best, Secretary-Treasurer.

Visitors enjoy the spectacular scenery of Muir Woods.

Grizzly Adams-no; just two good ole signalmen, Brothers J. W. Braden ,Local 43 (left) and A. L. Clary, Local 121.

Delegates and wives board a bus for a tour of Muir Woods, Sausalito, Fisherman's Wharf and Chinatown.

Second Day
Tuesday, August 24, 1982

President Bates called upon Bob Liggett, Chief Signal Engineer of the Seaboard Coast Line.

Signalmen unique within the rail industry says Chief Engineer Liggett.

I have always considered a signal maintainer as having a rather unique job in a railroad's operating department. You know, his job description might sound pretty simple. He performs routine maintenance of signal devices requiring inspection, adjustment, and servicing on periodic schedules, performs tests and inspections required by the FRA, and by the individual railroad. He repairs and replaces equipment that has been damaged by the elements, vandalism, or accidents. And then, of course, he furnishes the necessary records, reports, and material accountability as required by the individual railroad.

That all sounds pretty clearcut, and, surely, there should be no problem in determining and justifying how many such employees a railroad needs to maintain their systems.

Well, let's examine a moment the factors that influence those rather definable tasks, the simple quantity of devices, the age and complexity of the devices, the rail traffic density, the class of the track, the maintenance of way programs at any given time, such as undercutting, timbering and surfacing, and rail relay, whether the maintainer operates in an urban or rural environment, travel time and, of course, the good old weather. And any signal maintainer could name some more.

These factors present to the signal engineer unique problems in establishing and maintaining manpower authorizations not shared by other operating subdepartments. I'm sure that every good signal supervisor has a good feel for what is needed, and every signal engineer is striving to formalize the work load to the extent possible, not only to justify new positions, but to hold those existing positions when circumstances demand a reduction in operating expenses.

In addition, the influence of these factors vary dramatically with the particular individual charged with signal maintenance. Above and beyond simple

technical expertise, we have a tremendous range in how individuals react and cope with our maintenance positions. In other words, we don't have a force of Signalman Sams. They don't all look like Sam, and I guess they are grateful for that, and they don't all, obviously, perform and react and adjust as well as Sam might.

However, I think our goal might be to work together for the development of a force of Signalman Sams or Sallys.

Even though they will not look alike, perhaps together we can do a better job to assure that they can perform equally well.

Two obvious areas come to my mind: First, our recruiting should attempt, through every means possible, to select individuals who have the necessary psychological traits to become signal maintainers. This, of course, is way beyond my expertise to suggest how or what might go into such a selection process.

We know we need individuals a cut above those simply looking for employment. We know we need some assurance that the individual at least has the psychological makeup that will prevent his simply flying to pieces when a stress situation is involved. And we know we need individuals that will inherently apply organized and logical thinking in their approach to work and problems.

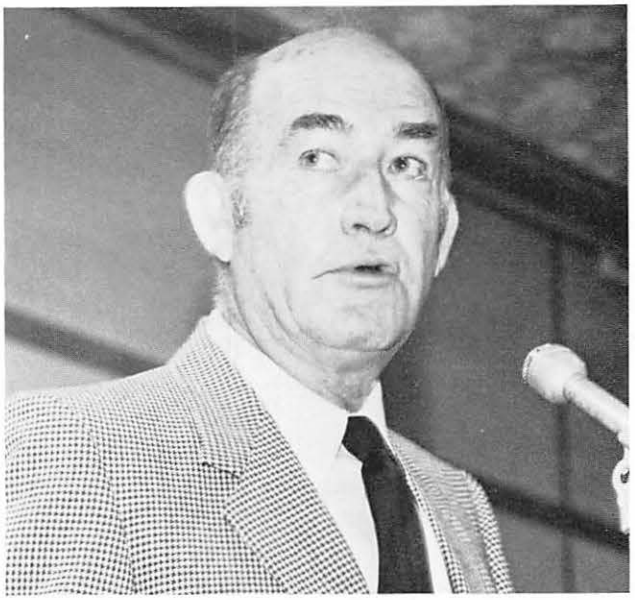
A good signalman is inherently productive, and in my observation, takes great pride in doing a job in the most efficient manner, sometimes amazing everyone with an innovative approach to his problems.

I believe it is possible and even essential that we enhance our recruiting efforts so as to screen the applicants more appropriately for the positions that they will ultimately attain.

Second, training so that all of our "Signalman Sams" have an equal chance to successfully carry out their responsibilities. It's not been long since any kind of formal training was provided for our signalmen.

I might say that your organization deserves the gratitude and recognition of every signal engineer for your efforts in helping to establish the training programs as we now know them.

I believe it is time for us to look at our accomplishments and perhaps establish some different goals in our training. While most agreements treat signalmen and maintainers alike, most training is basically directed during the time that the employee will be working on a gang. I sometimes wonder if the resources now available for training could not, beyond very basic needs, be directed at a point further along in an individual's service. Without a doubt there is some training



New signal technology is spreading rapidly within the industry, says Bob Liggett, Communication and Signal Chief Engineer, Seaboard Coast Line.

applicable to maintenance that, in a sense, is wasted on an individual engaged in construction. Obviously wasted is a poor choice of words, training is seldom wasted, the point is, training does cost. Together we need to make every dollar of present training count, as well as assure that the additional training dollars that surely will be necessary are wisely spent. The dividends are essential to all of us.

As I mentioned, most agreements treat signalmen, signal maintainers as a class for purposes of pay, seniority, and most working conditions. Yet, we know there is a significant difference in the expectations of management and even among the employees themselves with respect to these two district areas of signal work. Proper and efficient construction is essential but even more important, once construction is completed, is proper and efficient maintenance.

I believe agreements should, to the extent possible, recognize these differences and provide both the incentives and the obligations that each class of work requires of the employee and of the management.

I would envision that the future will bring a number of new classifications into existence. I believe that maintenance forces must be stablized, and that qualified employees exercising their seniority to obtain a maintenance position must make some reasonable commitment in order to assure a degree of stabilization.

Much is said in today's economic climate about productivity. I think your organization is extremely sensitive to that. For the most part, your agreements have not centered around nonproductive type issue. A good signalman is inherently productive, and in my observation, takes great pride in doing a job in the most efficient manner, sometimes amazing everyone with an innovative approach to his problems.

Canadian delegation

Delegates Support Canadian Secession from Brotherhood

The Convention unanimously approved a resolution of disaffiliation presented by the Canadian delegation. Resolution A, upon implementation, provides the first in a series of steps which will enable our Brothers in Canada to form the [Canadian Signal and Communications Union].

Resolution A, enacted by the delegates, is reproduced in its entirety, followed by excerpts on comments by John E. Platt, BRS Vice President from Canada.

Resolution A:

"RESOLVED, That the Constitution of the Brotherhood of Railroad Signalmen be amended by adding S.66A to Article I thereof, as follows:

"The Grand Executive Council of the Brotherhood of Railroad Signamen shall at its sole discretion have the authority to transfer jurisdiction and bargaining rights respecting railroad signalmen employed by the following Canadian railroad companies as those companies exist on the date of the adoption of this amendment:

Quebec North Shore and Labrador Railway Company
Canadian Pacific Limited
Canadian National Railways
Dominion Atlantic Railway Company
Northern Alberta Railways Company
Ontario Northland Railway
Quebec Central Railway Company
Algoma Central Railway
Toronto, Hamilton and Buffalo Railway Company
Esquimalt and Nanaimo Railway
Toronto Terminal Railway Company
Grand River Railway Company, Lake Erie and Northern Railway Company
Shawinigan Falls Terminal Railway
Via Rail Canada, Inc.

to the Canadian Signal and Communications Union. The Grand Executive Council of the Brotherhood of Railroad Signalmen shall have all such powers as are necessary for this purpose, including but not restricted to the power to transfer the rights and obligations, assets and liabilities respecting railroad signalmen employed by Canadian railroad companies, including the rights, obligations, assets and liabilities of all local lodges and the Canadian General Committee which represents such signalmen, and such powers shall be exercised by the Grand Executive Council, at its sole discretion, subject to such terms and conditions as the Grand Executive Council sees fit."

Operations different says John Platt, Canadian Vice President

The operations in Canada have always been somewhat different than in the United States, and naturally so, because we are separate countries, and although we have tried to operate with one Constitution, one organization, as if there is not an international border there, you can't get away from the fact that the laws are different and, in some instances, very much different in Canada and the United States.

We have our own labor bodies, et cetera, in Canada. For instance, in the United States there is the American Federation of Labor. In Canada, it's the Canadian Labour Congress, attended by the officers of the international unions in Canada.

There's the RLEA in the United States and the CLA up in Canada.

I could go on and on with the differences that require different approaches.

I would also like to assure that this was not a quick decision. It was not some decision that was made by the Canadian General Committee on a quick majority vote some time toward the end of a meeting. A lot of thought has gone into this by myself and our other full-time officers. The local chairmen have given this a lot of thought, every local chairman. The Local Lodges have debated it at their locals. And we have in writing their request to proceed on with trying to set up our own Canadian Union.

We are certainly going to look to a very, very close fraternal relationship with the Brotherhood of Railroad Signalmen.

Third Day
Wednesday, August 25, 1982

Railroad Retirement plight explained by C. J. Chamberlain, Labor Member, Railroad Retirement Board.

A lot has happened since 1979. Many of you will recall that there was much written and said about the financial problems of the retirement system in the early 1970's. We even had a Presidential Commission that studied the problem and they came up, after a lot of hassling back and forth and a lot of work on the part of labor and management, with the Railroad Retirement Act of 1974 and, at that time, that was a major piece of legislation, because we were then facing a 9 percent of taxable payroll deficiency. We thought, at that time, we had taken care of our problems.

But we found out — in fact, we loosely used the word 'perpetuity' which we don't use anymore — we found out that we didn't have enough economic conditions; a lot of factors have transpired in the industry which resulted in the 1974 piece of legislaoion. While it was a milestone, it certainly was not adequate to insure our solvency into the future.

One of the reasons, we found, in making our actuarial projection, is that many more availed themselves of the opportunity of the 60/30 provision, and retired early. Looking back, I can't understand why we didn't really read that, because we all know that early retirement, particularly in an industry like ours, is looked upon as something that we don't want to give up. After you spend 20, 30 or 40 years out there bucking the elements, just working in the industry, your time comes and you are ready to go. So, we shouldn't have been surprised, I guess, when as many retired as did, but, nevertheless, they did, and that imposed a burden on the system.

The 13th actuarial evaluation that was issued back at that time told us that we had future problems and that we should address them immediately. And we did. We started talking about them in 1977. Back, I think, even since I have been at the Board, since leaving this organization, the retirement problems have been a continuing matter of discussion and negotiation, if you please, to try to find a way to keep the system solvent.

Labor member of the Railroad Retirement Board C. J. Chamberlain discussed pension funds.

In the past two years, rail negotiations, Dick Kilroy, sitting back here; Fred Hardin; Tom Bates, Ole Berge; and others, have worked diligently, along with Board technicians, trying to come up with solutions to take care and preserve, protect and enhance our most complex system. I think we all found out there really are no easy solutions.

The package that they worked out in 1981 was certainly the fairest and best set of solutions that could have been achieved under the current economic conditions.

That package contained four key elements: a package of benefit changes; a separation of the dual benefit from the main railroad retirement account; the increase in the industry's payroll taxes; a most important method for borrowing against payments owed our retirement system from our interchange arrangement which we have with Social Security; a tax increase on the employees.

There were many benefit provisions — too many of them to talk about in detail — but some of them I will just highlight: the continuation of the Tier II cost of living; the guarantee of the current connection for employees who have 25 years of railroad service and are involuntarily separated; the elimination of the closing date for supplemental annuities; adjustment in the spouse Tier II benefit; and many other provisions.

For two years, the past two years, they have taught us a very valuable lesson; that our retirement system is a good system, with good benefits, and that it must be protected and preserved. But, also, it taught us that in these times of economic uncertainty, it is also a benefit program which needs

constant review and attention and, never again, can we expect a solution to be long range. We must look to the short term solution and make the adjustments that are necessary. Only in this way can we assure ourselves that we will have a viable and healthy retirement system that will react to changing economic conditions.

Currently, we are paying approximately 60,000 unemployed workers. A couple of months ago, it peaked at 75,000 — the most in the history of our system.

The unemployment keeps growing which, naturally, reduces the employment levels. The employment levels, upon which our system depends for our revenue, have dropped to 446,000 on July 15 of this year. That, again, is the lowest in history.

Unfortunately, we find that there are two external forces who, for reasons known only to them, have taken it upon themselves to embark upon a proposal that would not only be detrimental to our system, detrimental to the interests of railroad employees, retirement beneficiaries, and the nation as a whole, but, fatal to the future existence of our retirement system, a system that has served us so well for over 50 years.

You all know by now of the famous Administration proposal for the 1983 budget which calls for defederalizing the railroad retirement system. I think it is important to tell you, while you have seen a lot of publicity about it, a little bit about what went on behind the scenes as a result of this proposal.

The first that railway labor heard about the proposal was on February 5th of this year, and how did they hear about it? They heard about it by getting a little piece of paper out of the budget that had all of the highlights of what they are proposing in this defederalizing proposition. The RLEA happened to be in session, at that particular time, and immediately took it under consideration. Now, no specifics, just broad, general proposals.

Well, needless to say, the reaction by the RLEA and the results of that reaction, I think, have been well known to all of you. But, let's look, for one moment, what those proposals, under the guise of trying to look out for and enhance your interests — let's look at them. We have a tier system, where we calculate your annuity. They wanted to take that Tier I, which is the equivalent of a Social Security benefit, and transfer that back over to Social Security.

We have about 450,000 to 500,000 people and we have close to 1,200,000 beneficiaries. We are going to pick all of that group up and dump it all over to Social Security? Have you been reading the papers about the administrative problems of Social Security? What do you think is going to happen to all of our people in a system where the Commissioner almost weekly says it's nothing short of a miracle that they get there checks out on time? Is that in the best interests of anybody and you? Absolutely not.

And then they came up with the classic: the labor member and the management member are supposed to set up a private corporation by October of this year. Imagine the private sector corporation. The vultures would be coming out of the woodwork to get into your system, because you know we have a lot of money, we handle six billion dollars a year. That's $500 million a month. But that is going to be in your best interests that we set up that corporation! And, look at how many pension systems we have right now that are in deep trouble because of mismanagement in many, many areas.

Then they come up with the other little classic: They are going to transfer your unemployment program over to the states — wave a magic wand — and all of a sudden, you are going to get your unemployment benefits from 50 different states, and the benefits vary all over the ballpark. Can you imagine? How are you going to get that? All you state legislative representatives are going to wave a magic wand and, automatically, you get unemployment benefits.

Sickness program: That's going to go to the states, too. There are only five states out of the 50 that have that. What about the other 45?

Your occupational disability: They didn't quite know what they would do with that. Title V, Title VII, the Milwaukee legislation. That wasn't clear.

These are great proposals, all supposedly to be in your best interests. Well, I can tell you, friends and Brothers and Sisters, it is not going to come to pass. And do you know why it is not going to come to pass? Because rail labor won't let it come to pass.

I have been trying to tell those guys in the Administration and particularly in the Office of Management and Budget, when you mess around with something like this, friend, you got a tiger by the tail because, if there's something that is sacred to railroad people, it is their rail retirement system and all their associated programs.

I want to take my hat off, too, to our legislative people in Washington, to Brother Bates and all the other organizations. They are doing a tremendous job in fighting for the Board.

We attend seminars and meetings all across the country and rail labor is doing things that are unprecedented.

Rail labor and only rail labor is doing the job on the legislative front to protect this system.

BRAC President Richard Kilroy stressed unity within the rail labor organizations.

Union must prepare for changing times says Dick Kilroy, President, BRAC

These are rapidly changing times, and to be an effective union representative, you must adapt to those changes. We have seen the numbers of railroads reduced through mergers, and that trend continues. Some of our own experiences: for example, on the Pennsylvania Railroad, then the Penn Central, then finally Conrail making up some seven former bankrupt eastern roads, the Burlington Northern a good example of four major roads into one; many, many others. But now perhaps the granddaddy of them all comes up, the UP, WP, and Missouri Pacific.

You and I must be prepared, as we have seen in the past, for massive employment displacement, seniority and rule changes, and all the other problems associated with such transactions, not the least being job and monetary protection for displaced and otherwise affected members.

Traditional methods are abandoned, and we see this new technology, technology that can take rockets to the moon and beyond, run by computers. AAR now has a computer in a subsidiary called RAILINC, where all of the railroads in the country will hook up to the one computer, handle all of their way billing, all of their movements of trains, they say without paper. CRTs and, of course, in your own case, centralized traffic control systems, centralized accounting, you name it, we have it and we're faced with it.

Again, we can readily see the change in times where previous methods don't always work to correct existing economic problems. In addition, we have those in power who would attempt a complete reversal by using economic theories that have failed consistently to bring relief. The goals and programs of labor are not changed, but only the methods now needed to meet those goals.

Not the least of the problem is the education of our officers and members to the drastic changes and these new methods. All of these programs require money and effort. Each union has an obligation to provide both so we don't lose the important gains made since our beginning and to provide the same vehicle for insuring the future.

President Kilroy further explained the need to become politically motivated. Stressing that we cannot afford to be spectators in today's political arena.

Kilroy touched on the problems of railroad retirement and the lack of funds for the National Railroad Adjustment Board.

Brother Kilroy concluded, stating:

"As President of BRAC, I believe much more needs to be done to bring all of rail labor closer together. If we confine our efforts to narrow interest, with concern only for our own members, then we lose the value of a united and concerted group, dealing with most of the same problems. Although we speak and act on many issues through the RLEA, which I serve as Executive Secretary, we must also be more active in the AFL-CIO, so the combined efforts of all of organized labor work for the benefit of all members, including those we represent."

Nomination and Election of Officers

President Bates announced that the next order of business would be the nominations and elections of officers. He then turned the gavel over to retired Secretary-Treasurer Paul Drummond, who declared that nominations were in order for the office of President of the Brotherhood of Railroad Signalmen.

Brother Waldo Hill (SP Local 152) placed in nomination the name of R. T. Bates. Second to this nomination was made by Charlie McGraw (SP Local 152). No other nominations were made and the tellers were instructed to cast a unanimous ballot for Brother R. T. Bates for the office of President.

Bates thanked the delegates and said it was difficult for him to express his gratitude to all the delegates and members for placing him in this position of trust.

President Bates declared nominations open for the office of Secretary-Treasurer. Brother Herman Hendrix (BN Local 129) nominated and Brother J. W. Jacobs seconded the nomination of Brother W. D. Best. There being no further nominations, President Bates instructed the tellers to cast a unanimous ballot for W. D. Best as Secretary-Treasurer.

Secretary-Treasurer Best expressed his gratitude to the delegates and requested that they provide the finances to continue for the many tasks ahead.

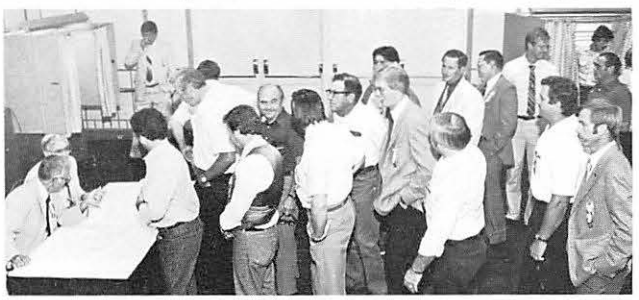
President Bates next declared nominations open for the position of Vice President, the position now held by W. W. Altus, Jr. Brother R. D. Dickey (Local 141) nominated W. W. Altus, Jr; seconds for this position were made by M. E. Giger (Local 206) and Brother Bollacker (Local 161). There being no further nominations, President Bates instructed the tellers to cast a unanimous ballot for W. W. Altus, Jr. as Vice President now assigned to the NRAB.

Brother Altus thanked the delegates for the confidence they have shown in him by re-electing him for another term and stated he looked forward to serving them.

President Bates then called for nominations for the Vice-President of the East, the position now held by J. E. Hansen. Brother Bill Radziewicz (Local 84) placed the name of J. E. Hansen in nomination. Seconds were made by Brothers Puff (Local 33), Szprygada (Local 225), Riggs (Local 20), Hogan (Local 56), Braden (Local 43), Kopp (Local 28), Van Dewalker (Local 98), Ribando (Local 84), Jones (Local 102), Zampese (Local 84), York (Local 102), Fegreus (Local 213) and Nenn (Local 9). Further nominations were called for by President Bates. There being none, President Bates instructed the tellers to cast one unanimous ballot for John E. Hansen for Vice President in the East.

John Hansen thanked the delegates and expressed his appreciation to W. D. Pickett, Grand Lodge Representative and Bernadette Bolton, Brother Hansen's secretary, for their fine work and assistance in the Washington office.

President Bates declared nominations open for the office of Vice-President in the Middle West, the position now held by W. B. Harwell, Jr. Nomination of Witt Harwell was made by E. A. Kidd (Local 121) and seconded by Brothers McMahan (Local 72),



The eligibility of voters is determined before they enter the voting booth to cast their ballots.

Congratulations are presented to President Bates by temporary Chairman Paul Drummond.

A friendly handshake from President Bates is W. D. Best's reward for being reelected to the position of Secretary-Treasurer.

A handshake from President Bates greets Brother Altus on his reelection to Vice President.

A voting machine technician tallies ballots with a calculator while Tellers and Assistant Tellers observe.

J. E. Hansen receives congratulatory handshake from President Bates on his reelection as Vice President.

Lattner (Local 29), Boots (Local 23), Stone (Local 219), Dickey (Local 141), Riggs (Local 20) and Radziewicz (Local 84). President Bates called for further nominations. There being none, President Bates instructed the tellers to cast one unanimous ballot for W. B. Harwell, Jr., for Vice President of the Middle West.

Brother Harwell thanked the delegates for the trust they placed in him and pledged his best to contribute to the benefit of the Brotherhood of Railroad Signalmen.

President Bates next called for nominations for the office of Vice President in the Southeast, the position now held by C. S. Chandler. Brother Melvin Warner (Local 208) placed the name of C. S. Chandler in nomination. The nomination was seconded by Brothers Jenkins (Local 16), Donnelly (Local 77), Hagley (Local 216) and Gross (SCL). President Bates called for further nominations. There being none, President Bates instructed the tellers to cast a unanimous ballot for C. S. Chandler as Vice President in the Southeast.

Brother Chandler thanked the delegates for their kindness and stated it has been a pleasure serving them for the last three years.

President Bates declared nominations open for the office of Vice President in the West, the position now held by J. T. Bass. Brother Bob Richardson (BN) placed in nomination the name of J. T. Bass. The nomination was seconded by Brothers Plummer (Local 99), Wilkowski (Local 154), Brown (Local 87), Carter (Local 208), Olson (Local 8), Hodsdon (Local 6), Bollacker (Local 161), Jones (Local 24), Riggs (Local 20), McGraw (Local 152), Foley (Local 8) and Estudillo (Local 172). President Bates called for further nominations. There being none, President Bates instructed the tellers to cast a unanimous ballot for J. T. Bass for Vice President in the West.

A congratulatory handshake is given Charles S. Chandler on his reelection as Vice President by President Bates.

Handshake from President Bates tells Brother Harwell that congratulations are in order on his reelection as Vice President.

Brother Bass thanked the delegates and said it was a great honor to serve them as Vice President and that he would do his very best in the next three years.

Nominations for Vice President at Grand Lodge Headquarters, the office now held by M. B. Frye, were called for by President Bates. Brother R. J. Simpson (Local 182) placed in nomination the name of M. B. Frye. Seconds were made by Brothers Jacobs (Local 161), Bozaan (Local 100), Kopp (Local 28), Grace (Local 98) and Jones (Local 24). President Bates requested further nominations. There being none, President Bates instructed the tellers to cast one unanimous ballot for M. B. Frye as Vice President at Grand Lodge Headquarters.

Brother Frye thanked the delegates for their support and encouraged all to march together on Solidarity Day II, Election Day, November 2, 1982.

President Bates next called for nominations for the office of Trustee, the position now held by B. E. Britcher.

B. E. Britcher was nominated by Brother Ed Fegreus (Local 213) and seconds were made by Brother Stoeffler (Local 76), Brown (Local 87), Szprygada (Local 225), Wilkowski (Local 154), Parker (Local 103), York (Local 102), Zampese (Local 84), Jones (Local 102), Radziewicz (Local 84) and Ferrante (Local 160).

K. D. Raney was nominated by Brother C. D. Plummer (Local 99) and second was made by Brother Charlie McGraw (Local 152).

G. G. Gross was nominated by Brother S. R. Jenkins, Jr. (Local 16) and second made by Brother Platt (Local 16).

T. M. McClure was nominated by Brother F. E. Mason (Local 52) and seconds made by Brother Trussell (Local 33), McNamara (Local 127), Kopp (Local 28), Estudillo (Local 172), Scott (Local 94), Clayson (Local 24) and Jones (Local 24).

Looking at the camera is John T. Bass as he receives a handshake from President Bates upon Bass' reelection as Vice President.

A congratulatory handshake is in order to re-elected Vice Pres., M. B. "Pete" Frye.

R. B. Flowers was nominated by Brother M. D. Warner (Local 208) and seconds made by Brothers Panepinto (EJE) and Carter (Local 208).

President Bates called for further nominations. There being no further nominations, President Bates declared nominations closed and instructed the tellers to prepare the ballots for voting.

President Bates requested each candidate to speak to the delegates, after which delegates cast their secret ballot.

Receiving the majority of votes on the third ballot was T. M. McClure. Brother McClure thanked the delegates assembled.

President Bates then declared nominations open for the office of Trustee, the position now held by W. A. Class.

Brother K. D. Raney (Local 157) placed in nomination the name of W. A. Class. Seconds were made by Brothers Dake (Local 129), Neihart (Local 103), Hodsdon (Local 6), Brown (Local 87), Radziewicz (Local 84), Foley (Local 8), Jordan (Local 188), Newman (Local 173), Lofgren (Local 56), Bolinger (Local 119) and McComb (Local 87).

Brother M. D. Warner (Local 208) nominated R. B. Flowers for the office of Trustee. Seconds were made by Brothers Carter (Local 208) and Panepinto (EJE).

After having his name placed in nomination Brother Roy Flowers stated to the Convention: "Mr. President, I have no better friend in this organization than Bill Class. I know that he has done us an outstanding job. I support him 100 percent. At this time I withdraw my nomination. Thank you." Brother Flowers received a well-deserved ovation for his statesmanship.

Bob Dickey, Texas and Pacific General Chairman, serving as Chief Teller, relates election results as President Bates notes the tally.

President Bates called for further nominations. There being none, he instructed the tellers to cast one unanimous ballot for W. A. Class as Trustee.

Brother Class thanked the delegates for their support and pledged his best to oversee the finances of the Brotherhood.

Nominations for the remaining office of Trustee was declared open by President Bates, the position now held by A. G. Cunningham.

Richard R. Van Vacter was nominated by Brother Jim Riggs (Local 20) and seconds were made by Brothers Carter (Local 161), Kidd (Local 121), Kendrick (Local 161), Bollacker (Local 161), Swecker (Local 172), Olson (Local 8), Estudillo (Local 172), Newman (Local 173), Clayson (Local 24), Lawless (Local 33), Jacobs (Local 161), Steadman (Local 33), Jones (Local 24), and Hodsdon (Local 6).

K. D. Raney was nominated by Brother C. D. Plummer (Local 99) and second was made by Brother Hill (Local 152).

G. G. Gross was nominated by Brother S. R. Jenkins (Local 16) and second was made by Brother Platt (Local 16).

H. S. Gerth was nominated by Brother H. DePaepe (Local 130) and seconds were made by Brothers Moore (Local 183), Glavey (Local 53), Nobile (Local 9), Lattner (Local 29), Tennis (Local 21), Singletary (Local 39), Linstead (Local 130), Unger (Local 108), Stone (Local 219), Braden (Local 43), Nenn (Local 9), Kiser (Local 17), Van Dewalker (Local 98), Brinkley (Local 46) and Boots (Local 23).

John Hogan was nominated by Brother Ed Lofgren (Local 56) and seconds were made by Brothers Waidler (Local 56), Farrell (Local 56), Stoeffler (Local 76), and York (Local 102).

H. H. Parker was nominated by Brother R. C. Buck (Local 14) and seconds were made by Brothers Crum (Local 136), Huff (Local 89), Phillips (Local 135), Abner (Local 52) and Hagley (Local 216).

R. B. Flowers was nominated by Brother M. D. Warner (Local 208) and second was made by Brother Carter (Local 208). Brother Flowers respectfully declined nomination for the office of Trustee.

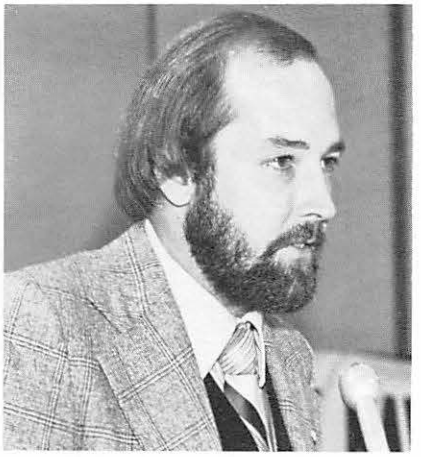
Further nominations were called for by President Bates. There being no further nominations, they were declared closed by President Bates who then instructed the tellers to prepare the ballot booths.

President Bates asked each of the candidates to speak to the delegates, after which delegates cast their secret ballot.

Receiving the majority of the votes on the fourth ballot was Richard R. Van Vacter. Brother Van Vacter thanked the delegates and offered the best representation he could provide. With that, the election of officers was concluded.

Chairman of the Board of Trustees, elect, W. A. Class thanks the Delegates for their support.

Telling what he will do as a Trustee is R. R. Van Vacter, SFe.



Offering his reasons for wanting to be Trustee is T. M. McClure, Local 52.

Members of the Appeals Committee: (left to right) W. J. Gee, Local 188; E. F. Fegreus, Local 213; E. D. Hodsdon, Local 6; W. D. Corn, Mo. Pac.; R. D. Platt, Local 16; G. Bozaan, Local 100; C. A. Cleghorn, B&O-CT; H. H. Parker, C&O; J. B. Dumas, Local 11; J. E. Hansen, Vice President; R. H. Brinkley, Local 46; and W. R. Evans, UP.

Committee on Resolutions seated (left to right); M. B. Frye, Vice President; G. G. Gross, Chairman; M. LaClair, Local 56; C. T. Spears, Local 116; and E. W. Swecker, Local 172. Standing (left to right), R. O. Sherley, Local 168; C. B. Wham, Local 110; R. F. Richardson, BN; G. E. Jones, Local 24; B. J. Clyburn, Local 77; and R. J. Szprygada, Local 225.

Committee on Officers' Report seated (left to right) are: R. H. Brinkley, Local 46; C. A. McGraw, Local 152; C. D. Plummer, Local 99; C. R. Vaught, Chairman; and W. P. Glavey, Local 53. Standing (left to right), C. S. Chandler, Vice President; R. C. Buck, Local 14; M. D. Warner, Local 208; J. M. Huff, Local 89; J. A. Tennis, Local 21; G. C. Stone, Local 55; and J. L. Barton, Milwaukee.

Committee on Rules: (left to right) W. R. Saar, Local 56; G. R. Jones, Local 102; V. J. Sartini, N&W; A. E. Nenn, Local 9; R. R. Van Vacter, Chairman; J. D. Murphy, Local 40; R. R. Sweeton, Local 72; E. O. Rosebure, Local 104; B. J. McComb, Local 87; and T. H. Stone, Local 219.

Fourth Day

Thursday, August 26, 1982

President Bates congratulates R. C. Howard, Secretary-Treasurer of LABOR newspaper, for forty years continuous membership in the BRS and presented a plaque to commemorate the event.

Brother Dick Howard, Administrative Secretary-Treasurer of the LABOR NEWSPAPER, recalls Thirty-odd years of history in Rail journalism.

Brother Howard was introduced by President Bates at the opening of Thursday's session at the 1982 Convention, wherein he recounted the many years of rail reporting he has been involved with, starting with the 1950's when he was the editor of *The Signalman's Journal,* down to the present and his present position with LABOR. He noted that "times have changed" and not necessarily for the better, but that the goal of LABOR has not. It was founded to record the activities of labor unions in the rail industry and continues to do so at this time.

As with all phases of the business, they find their chief adversary to be costs. When once they published weekly, then bi-monthly, they have been reduced to 17 issues per year. One of their primary targets has always been on the legislative front and, to that end, they will publish nine special issues this month, reporting the endorsements of the organizations affiliated with the RLEA for Congressional candidates.

One of the special services of LABOR is to provide railroad unions with offices in Washington, office space in their Railroad Labor Building in Washington, D.C. at below-market cost.

At the conclusion of his speech, Brother Howard was presented his 40-Year Pin for continuous membership in the Brotherhood of Railroad Signalmen, by President Bates. President Bates also presented Brother Howard with a plaque honoring him for his service to rail labor.

AFL-CIO's Asst. Secretary-Treasurer, JIM KENNEDY, calls on labor to assert and validate their existence —

Labor's case was strongly presented by Jim Kennedy, Assistant to Secretary-Treasurer, AFL-CIO, to an enthusiastic audience of Signalmen delegates.

AFL-CIO's Jim Kennedy, a long-time supporter of labor, and rail labor in particular, called on the officers and delegates to the 42nd Convention to stand up and be counted, especially when the time comes to cast their ballots. He pointed out that never, even during the great depression, has there been the unemployment and general erosion to the

physical and social fabric of this nation.

He decried the attacks of the Reagan Administration on all the social programs originally set in motion for the protection of the working man, the poor, the elderly and all those whose dignity and security were undermined so desperately almost half a century ago. Mr. Reagan's prescription for today's ills is to "return to the policies of the 20's, the policies that laid the ground work for the depression, and to let the aged, and the disabled, and the unemployed, and the helpless sink or swim as best they can without help or concern from the federal government." Mr. Reagan wants private industry and the states to provide funding for social programs, which History has shown will never be done. The states do not have the money — the corporations do not have the inclination.

The rail industry has seen the Reagan programs working on a daily basis. Unemployment, reduction in rail safety program funding, attacks on the Railroad Retirement System, corporate cannibalism in take-overs and mergers which ultimately destroy jobs. We have seen the concentration of more and more of the nation's resources in fewer and fewer hands. We have seen the tax shelters and tax manipulations bring higher returns than investments in commerce and industry.

By the end of 1982, one-third of the nation's workers, will be adversely affected by Reaganomics. He pointed out that we must not sit back and wait for a change in the political climate, we must set out in November of this year, Solidarity Day II, Election Day, and change the climate, change the Congress.

Brother Joe Walsh, FRA Administrator for Safety, brings BRS Membership up to date on FRA's progress with the RS&I revisions

Brother Walsh was introduced by President Bates to the Convention members and spoke, in depth, about the problem uppermost in the minds of the membership, the revision of the Rules Standards and Instructions for Signal Systems, or the "Bible" of the signaling industry. The attempt to revise the present RS&I has been a long-standing one, going back many years.

Brother Walsh recounted how President Bates has sought to have the revisions made as a result of a cooperative effort on the part of rail labor and management. After many disappointments in this regard, a committee consisting of labor and management was formed and ultimately worked out a set of rules that they could work with and submitted them to the FRA. Since Brother Walsh had previously served as Vice President of the

Joseph W. Walsh, Associate Administrator for Safety, updates Delegates on activities within FRA.

Brotherhood of Railroad Signalmen, he indicated that he was sorry that he could not bring to the convention a finished Rule that was ready for drafting. He did indicate, however, that he was pushing hard to have a draft ready for the Annual C&S Meeting in St. Louis at the end of October.

The FRA has suffered cutbacks in personnel as have all the other government agencies but he indicated that not one federal inspector has been cut from the Office of Safety. He also indicated that they are seeking to have additional inspectors added to the 1983 budget now being considered in Congress.

Brother Walsh noted that without the help of rail labor people and their influence and support, his efforts would not always be successful. The support of the AAR and rail labor as a whole has been continuous in the support of safety, either through seeking regulations that are enforceable or in getting Congress to allow a budget that would make enforcement possible.

Brother Walsh has pledged, as a former signalman, to at least make labor's concerns and voice heard in the Administration and to let them know that while labor will work with them when need be, that you will be willing to fight when that need arises. He indicated that as time elapses and trains become more sophisticated and faster, the need for well-trained signalmen will be even greater, and that, as long as the organization remains solvent and continues to elect strong and capable leadership, the future will hold up for our people.

Jim Snyder, Chairman of the RLEA Legislative Committee and the Legislative Director for the United Transportation Union gives some advice on How to Make Things Happen in Washington!

President Bates introduced Brother Jim Snyder of the RLEA Legislative Committee and the Legislative Director for the United Transportation Union, and the father of the "Hours of Service" law for Signalmen. Mr. Snyder's speech follows with only minor deletions so as to provide our membership with its full impact and underline its message of importance to all rail labor membership.

We have had an extremely busy year on just about everything that affects us. We've had some real good help from our Committee and in the legislation end of it, and we have had a victory; the labor organization had a real victory that turned Mr. Reagan around about three times. If you recall that vote on the Senate floor on railroad retirement — and I'm not going to pursue that, I'm sure you've had a full report on railroad retirement, but that was very close to it because we did our homework; even though we're still not out of the woods, even though we're still going to have to pursue the railroad retirement and protect it.

But anyway, we did defeat the Administration, and they had put in a lot of the chief, the top, even the cabinet members, the Vice President was involved in that victory that we had. So that's very close to us.

As I see it — as I say, you've heard all kinds of speakers — the country is safe right now. The Congress is away; they've left town. Yes, Yes, the President's in California out here. We're watching him very closely.

We've got a supplemental proposition that we're hoping he'll sign. It's got $11 million in it for our retirees under the so-called windfall benefits, and a few other little goodies in there so we are hoping he will sign this supplemental proposition. When I left Washington yesterday, the word was that he would probably sign the proposition bill, the supplemental proposition. But don't bet any money on it; this gentleman does strange things sometimes, particularly at our expense, it appears. But anyway, the Congress is out of session.

I'm just going to briefly tell you — when you go back home — what we can do — what's facing us when the Congress comes back in on September 8th. Of course, we got the appropriation, we got the appropriations for 1983, $430 million for the Railroad Retirement Dual Benefits. We got the Mediation Board appropriation. The Railroad Adjustment Board appropriation for 1983 — as you know, they, both of them, are closed down practically for referees now. We've got to watch this. We got it moving in the House. We got the $430 million moving in the House. — We have $3.18 million for the Mediation Board moving and we also have a million, which is not enough, for the Adjustment Board. We're hoping to build on that, get it moving in the House the day — we'll be marking up — just as soon as they get back.

We have other items that are very important. We have a Railway Labor Executive Association sponsored piece of legislation to shore our railroad retirement system up. It is in the hands of the Committee up there. So, we are asking you, as well as the other crafts, during the recess, when you go back home, if you see a Congressman or Senator, tell him to help get this legislation moving, because I am sure Chuck (Chamberlain) pointed out to you the importance of this because it needs to be moving.

The last thing is coal slurry legislation, which is vital to the employees and all of us in this room, all of us, all crafts and everyone. We have estimated now, on the drawing board — and we've been fighting this for about 20 years, and the last 10 years we've been fighting it on sometimes a month-to-month basis — where we started off with five pipelines; now they're talking about 15 pipelines, which under our estimates and under our research, we've got at least 50,000 jobs involved.

They have gained ground on us. We have defeated this legislation before, but the big Bechtel Corporation (and two of them are Cabinet Members of this Administration) and the utilities are very active in this. It's come out of the committees, it is on

President Bates confers the title of Honorary Member of the Brotherhood of Railroad Signalmen upon UTU Legislative Director J. R. "Jim" Snyder.

both sides; it is pending for floor action on both sides of the aisle.

So far we have, with all of your help, Dan (Pickett) here and John (Hansen) who help me in Washington a lot, we were able to, through our strategy and all, to delay any action on that until after the recess. And our purpose was that our people, like yourself in the field, can contact and eyeball that Congressman and Senator and tell him how important it is to vote against it.

So I guess you've got the number of the bill — It's House Bill 4230, coal slurry on the House side: Senate Bill 1844. The same thing, all coal slurry legislation. It is a clearcut issue. There is no compromise in it. We are opposed to it all the way down.

Now, as I say, your Congressman and Senators will be home. It would be nice if you could get with other craft delegations, go see the Congressmen and Senators, because we have a chance to always go into legislation, as John and Dan know, we have another chance of winning this. We need to win this one. We need it bad because it affects us so much.

So, anyway, this will be on tap after they come back, along with these appropriation bills, as I pointed out. And talk to them about those things which address themselves to all of us. But anyway, this legislation, we're going to try to bottle it up.

There's a good argument you can tell the Congressmen and Senators. Say, "Say this is an election year. Labor's split on the issue." And when you find labor split on the issue, especially if that Congressman or Senator has got opposition, he'll back off. He'll back off a great deal because labor is split on it.

You see, the other side that wants to build the pipeline, these are temporary jobs. On our side, we are talking about permanent jobs that affect your Railroad Retirement System. I was just talking to Chuck Chamberlain and we have done some research as to how this would affect the Railroad Retirement System and all.

And so I would suggest to you to get out, get those votes out this fall, and let's get this thing turned around. Instead of picking on us working people, take it out of the hides of the people that are getting all these fringe benefits under Reaganomics.

As your Legislative Committee knows, they keep talking about balancing the budget. We're all for balancing the budget and all, however, last year they gave the corporations a $750 billion writeoff for the next five years. Well, they're taking just a little bit of that back — under $99 billion a year.

There is one other thing. You might have seen it on ABC, the Oil Game. One of the biggest ripoffs in the history of the world, with the violations and all of the oil companies, this Administration is not pursuing these violations. It would help at least to take care of half of the budget, $52 billion worth of penalties, and not a one of them is being claimed or being pursued by the Justice Department or under the Reagan Administration.

So, you see, these things, they want to take it out in entitlement programs. We have a big job. They are talking about after the election, if they lose seats, they are going to try to have what we call a lame duck session. And they are going to come back and try to stick it to you on the entitlement programs. And I'm talking about Social Security and I'm talking about railroad retirement. So that's how important this election is.

Thank you very much for being here. It's always a pleasure to work with this organization.

Before Brother Snyder left the podium, President Bates made him an Honorary Member of the Brotherhood of Railroad Signalmen for all his fine efforts on behalf of our organization. Brother Snyder accepted gratefully.

Resolutions covered many subjects

Delegates adopted the following resolutions and referred the matters to the Grand Executive Council for handling:

- —Improved medical expense program.
- —Upgrade February 7, 1965 Agreement.
- —Carrier be held responsible for lost benefits due to not being returned to service following injury or illness.
- —Amend Hours of Service Act.
- —Provide for additional holidays.
- —Increase personal leave days.
- —Carrier pay interest on retroactive pay.
- —Longevity pay.
- —Increase vacations.
- —Provide first day pay for on job injuries.
- —Increase punitive rates of pay.
- —Notify furloughed employee of rail job opportunities.
- —Negotiate cardiopulmonary resuscitation and first aid training programs.
- —Improve bereavement leave.
- —Provide sick leave days.
- —Improve retirement benefits.
- —Improve rail pass priveleges.
- —Provide eye care program.
- —Support for Signalmen's Political League.
- —Provide drug prescription program.
- —All retirees' benefits paid at age 60.
- —Two employees work together in high crime areas and

high speed territory.
—Elimination of entry rates.
—Maintain solvent Railroad Retirement System.
—BofRS Committee formed to look into organizing non-union shops.
—Employers to pay difference between regular pay and military reservist pay.
—Consolidate and improve health and welfare benefits with one insurance company.

Delegates passed resolutions that the following matters be referred to general committees:.

—Single motel accommodations.
—Overtime for certain maintenance duties for monthly rated maintainers.
—Wage differential for driving truck.
—Carrier provide credit cards for motel expenses.
—Wage differential for maintainers with excessive crossing protection and/or technical signal apparatus.
—Agreement prohibiting contracting out signal work.
—Procedure for handling position of an employee on sick leave.
—Agreement providing Carrier-paid second meal periods.
—Overtime for sixth and seventh day positions.
—Ratification vote for members.
—Mileage expense from home to headquarters and return.
—Carrier furnish information on test equipment to determine if signal equipment is operating properly.

C. R. Vaught, (Sou) chaired the Committee on Officers' Report.

Fifth Day

Friday, August 27, 1982

B. E. Britcher, Chairman of the Board of Trustees chaired the Committee on Laws.

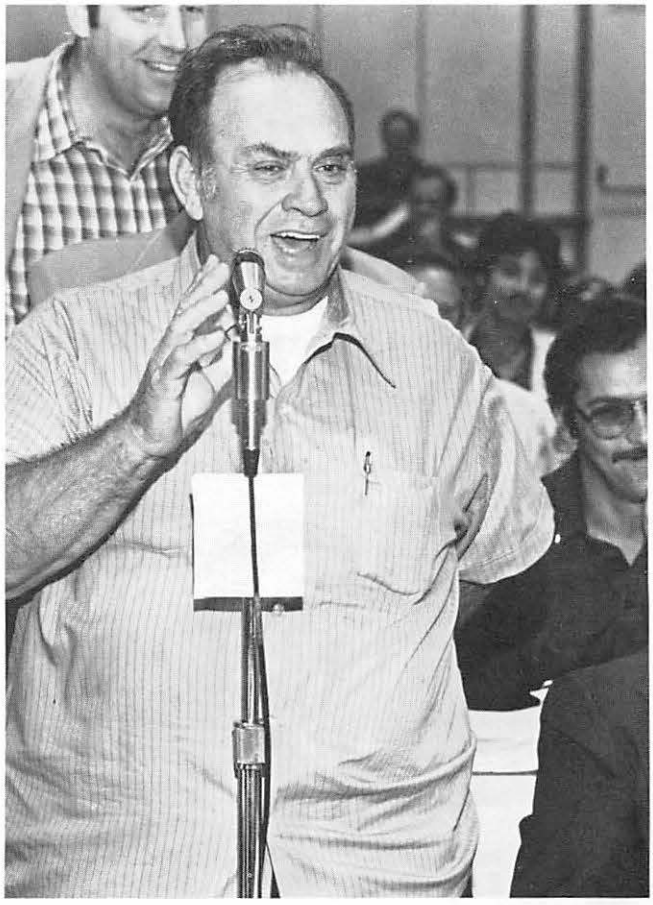
Retired BRS Officers Norm Cotton, Paul Drummond and Gerald Orndorff review the resolutions to the Convention.

(foreground-left to right) W. D. Corn, General Chairman-Missouri-Pacific; R. D. Dickey, General Chairman-Texas and Pacific; and A. H. Rogoski, Delegate-Local 141.

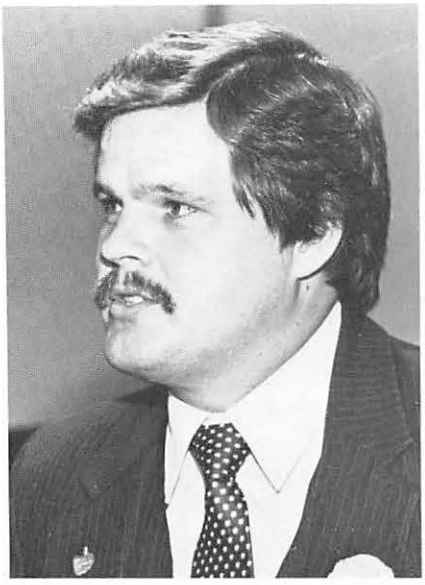
Officers of the Brotherhood elected to 3-year term of office (left to right) standing: John E. Hansen, Melvin B. Frye, Witt B. Harwell, Jr., and Walter W. Altus, Jr. Seated (left to right) are: John T. Bass, R. Thomas Bates, W. D. "Dink" Best and Charles S. Chandler.

An expression of thanks for their participation in the convention was given by W. W. Lauer, Grand Lodge Representative.

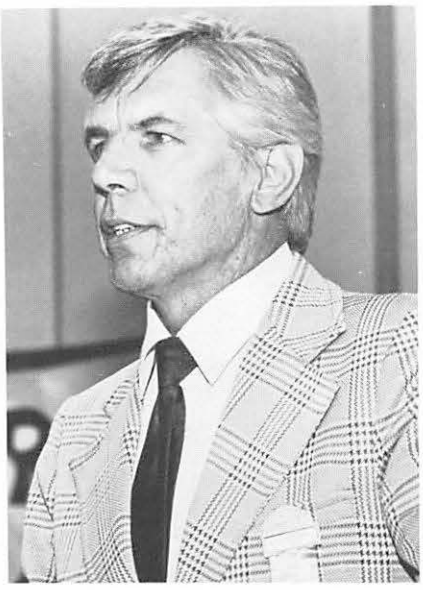
Conrail Delegate W. P. Glavey (at microphone) speaks to the Delegates in regard to a resolution.



George Bozaan, Local 100 offers a few humorous remarks to the Convention Delegates.

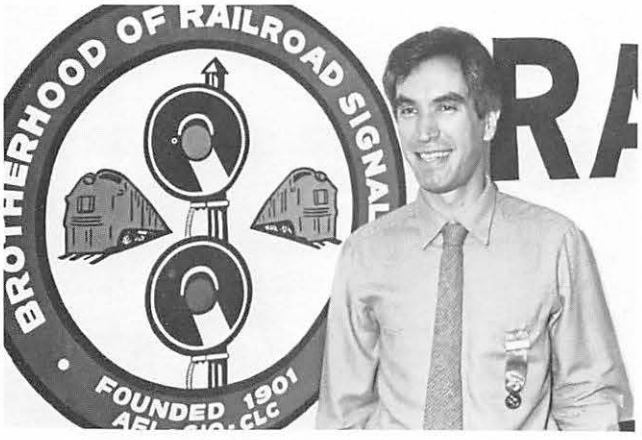


Thanking the Delegates for their hospitality to him, V. M. "Butch" Speakman, Jr. wished them well.



Val Van Artsdalen thanked the Delegates and hoped that they enjoyed their stay in his home town, San Francisco.

W. D. "Dan" Pickett expressed his appreciation of being a part of this great organization, the Brotherhood of Railroad Signalmen.



Gary Brant served as photographer at the 42nd Regular Convention. Photos in this issue are the result of job well done. Many thanks, Gary.

C&NW Local 39 Delegate Keith Van DeWalker seeks clarification of a proposed Constitutional Resolution.

Report of Committee on Resolutions was given by G. G. Gross, General Chairman, SCL.

L&N delegation stands tall. Posed are: L. R. Carter, Local 208; R. B. Flowers, General Chairman; and M. D. Warner, Local 208.

RRB INFORMATION

Railroad Retirement Family Maximum

The Railroad Retirement Act of 1974 included certain provisions setting a limitation or reasonable cap on the total of railroad retirement annuities awarded an employee and spouse. This cap, or family maximum is geared to the employee's average earnings prior to retirement. These maximum provisions now affect only a small percentage of the retirement benefits awarded by the Board. However, the following questions and answers describing these provisions are presented for future retirees who have requested information on this subject.

1. **What is the railroad retirement family maximum?**

The total amount of railroad retirement benefits (not including vested dual benefit payments) payable to an employee and spouse at the time the employee's annuity begins is limited to the larger of $1,200 a month or an individual family maximum calculated at the time the employee's annuity begins. The individual family maximum is based on the highest 2 years of taxable earnings in the 10-year period ending with the year the annuity begins.

2. **How is the individual family maximum calculated?**

The individual family maximum is generally equal to the sum of (1) 10% of the maximum monthly tier I taxable base in effect in the year of retirement, plus (2) 80% of the employee's average tier II taxable monthly earnings in the 2 highest-earnings years out of the last 10 calendar years, including the year the annuity begins. However, the individual family maximum cannot be more than the employee's average creditable earnings in the 2 highest-earnings years. While the family maximum can limit the amount of benefits payable at the time the employee retires, benefits will still increase for the cost of living after retirement.

To illustrate the family maximum computation, assume that an employee retired in December 1981 with maximum taxable earnings for 1980 and 1981. The individual family maximum for that employee and spouse would be calculated as (1) 10% of $2,475.00 (the monthly tier I taxable base for 1981), plus (2) 80% of $1,775.00 (tier II average monthly earnings for an employee with maximum taxable earnings in 1980 and 1981). Thus, monthly benefits at the time of initial award in December 1981 would be limited to $1,667.50, but would be increased for the cost of living thereafter.

3. **How is the maximum affected by cost-of-living increases?**

The maximum applies only at the time the annuity is initially awarded. Benefits are subsequently increased for the cost of living, regardless of whether or not a maximum limitation applied at the time of the initial award. Thus, there are advantages to retiring at certain times of the year for those employees who are affected by the maximum provision.

For example, if employee and spouse annuities begin just prior to annual June cost-of-living increases, the family maximum is applied prior to the increase, and benefits would rise when the cost-of-living increase occurs. If retirement occurs just after a cost-of-living increase, the family maximum could limit benefits to the extent that the employee and spouse would not receive the advantage of that year's cost-of-living increase.

4. **Should an employee affected by the maximum continue railroad work after the earliest possible retirement date?**

The maximum increases every year as the amounts of creditable earnings rise. Therefore, an employee who is affected by the maximum can still gain larger benefits by continuing railroad work after his or her earliest eligibility date, so long as actual earnings also rise. However, as mentioned earlier, such employees should keep in mind the advantage of beginning their annuities before the cost-of-living increases in the year during which they choose to retire.

5. **I've decided to retire next year. How can I determine whether I am affected by the maximum provision and the best time, for annuity purposes, to retire during the year?**

Board district office personnel will assist employees on an individual basis in determining whether they are affected by the maximum, and any

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RRB Info. (Cont)

annuity advantages or disadvantages to retiring at given times during the year.

RRB Appeals Procedures Revised

The U.S. Railroad Retirement Board has revised the appeals process available to persons dissatisfied with decisions on their claims under the Railroad Retirement Act. The purpose is to shorten the time it takes to resolve an appeal. No changes have been made in Board appeals procedures for claims under the Railroad Unemployment Insurance Act.

Any person whose application for benefits under the Railroad Retirement Act is denied, or who is dissatisfied with the benefits awarded, has the right of appeal. The revisions in the Board's appeals procedures, which were effective August 24, 1982, provide for a formal three stage review and appeals process, and reduce the amount of time during which a reconsideration request and appeal may be filed. The three stages and new time limits are as follows:

(1) Reconsideration by Bureau of Retirement Claims — An individual now has 60 days, from the date of the initial notice of a decision on his or her claim, to file a written statement requesting reconsideration from the Board's Bureau of Retirement Claims. However, in decisions involving previous benefit overpayments, where the person maintains entitlement to further benefits, reconsideration must be requested within 30 days of the overpayment notice. Failure to request reconsideration within the allocated time period will result in forfeiture of further appeal rights.

(2) Appeal to Bureau of Hearings and Appeals — An individual now has 60 days from the date of the notice of the Bureau of Retirement Claims reconsideration decision to file an appeal with the Board's Bureau of Hearings and Appeals, which is independent of the Bureau of Retirement Claims.

(3) Appeal to the Board — An individual now has 60 days from the date of the notice of the Bureau of Hearings and Appeals decision to file an appeal to the three-member Board.

An appellant who is not satisfied with the three-member Board's decision may apply for a review of the case by a U.S. Circuit Court of Appeals. That review must be started within one year after the three-member Board's decision. The one-year time limit for a Court review is not a change.

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Volume III has 6 sections, as follows: 1- review; 2- direct current relays; 3- power operated switch machines; 4- coded track circuits; 5- electric switch lock; and 6- centralized traffic control systems.

Volume IV has 7 sections, as follows: 1- review volume I; 2- review volume II; 3-review volume III; 4- style C track circuit; 5- automatic interlocking; 6- hotbox detector; and 7- overlay track circuits.

To order your copy of this Signal Training Course, please send check or money order in the amount of $50 payable to the Brotherhood of Railroad Signalmen. Send your order and payment to Box U, Mt. Prospect, IL 60056.

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A **HISTORY OF THE BROTHERHOOD OF RAILROAD SIGNALMEN** has been written by the late A. E. Lyon, president emeritus, which covers the 75 years of the Brotherhood since its founding in 1901.

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Below is a list of attorneys who, on the basis of information made available to us, are competent to give full information and assistance to those in need of it.

This list is compiled and maintained on the strength of information furnished us by both attorneys and members. Everyone concerned is urged to keep us informed regarding cases handled, nature of the case, terms of the settlement, commendations, criticisms, etc. **Information should be forwarded to R. T. Bates, president, Brotherhood of Railroad Signalmen, Box U, Mt. Prospect, IL 60056.**

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